Skilling Youths for Employment in Agribusiness - SKY

A Private Public Partnership approach in skilling and job creation in Uganda

By Samuele Otim Rizzo,
Chief of Party AVSI Foundation

Tuesday 30 May 2017, Ministry of Foreign Affairs, The Hague
# The Skilling Youths for Employment in Agribusiness – SKY project

<table>
<thead>
<tr>
<th><strong>Location of the project</strong></th>
<th>Lake Kyoga Area, Elgon Area, Lango, Lake Victoria Crescent, Western Uganda.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Duration</strong></td>
<td>5 Years + 1 month (1st Dec 2015 – 31st Dec 2020)</td>
</tr>
<tr>
<td><strong>Overall Budget</strong></td>
<td>Overall budget for SKY implementation is of 11,472,647 Euro. Budget purchased to donor 7,887,647 Euro. Third party in kind contribution of SKY amounts to 3,585,000 Euro.</td>
</tr>
<tr>
<td><strong>Goal &amp; Objectives</strong></td>
<td>The goal of the project is to enhance sustainable creation of employment of youths in the agribusiness sector. The above goal will be achieved through the following objectives: a) Strengthen the capacities of the agri-skills providers in a sustainable way to provide marketable and employable skilling. b) Provide pre and post-employment support to the skilled youths. c) Build capacities of strategic agribusinesses through skilling and brokerages. d) Facilitate Skilling Uganda Authority to be supportive to agri-skilling in the targeted areas.</td>
</tr>
<tr>
<td><strong>Target groups/Beneficiary</strong></td>
<td>Youths 14-35; BTVEts; Agribusinesses; Skilling Uganda (SDA); 6,000 youth skilled in agribusiness. Skilling of youths in agribusiness through public private sector partnership; 4,000 youth employed/self-employed in agribusiness; 40 learning firms; 40 agribusinesses capacities strengthened; 100 trainers from agricultural institutions; 2 agricultural colleges; 4 BTVEts; 4 secondary schools</td>
</tr>
</tbody>
</table>
Context analysis: Uganda (1)

78% of the population are below the age of 30 years, one of the youngest in the world.

Uganda’s GDP has been strong, averaging 7% increase annually, this has generated jobs, but 83% of youths are still unemployed - highest in Africa (AfDB, 2015)...

PHOTO:
Typical YOUTH Scenario in Uganda, idle and disorderly

WHY?
1) **SKILLS** don’t match the demand of ever changing labour market.

2) **Dysfunctional educational system: youth/education/work**

It is estimated that more than **40,000 young people graduate** from Ugandan universities each year. Yet the market can provide only **8,000 jobs annually** (the Daily Monitor).

Ugandan youths **shun the agricultural sector**, yet it has biggest potential to gear the economy/create employment: needs to be made profitable with quick gains, “sexy”/cool for the youth.
YOUTHS Look for fast immediate jobs and **quick money**.....

.....**BODA BODA** phenomena!!!!
Delusion!!!! Youth then migrate looking for jobs, better opportunities.....
Jobs Abroad

MIDDLE EAST CONSULTANTS LIMITED

we are Looking For Boys & Girls Age 21 - 45

To Work in

United Arab Emirates (Dubai & Abu Dhabi)
Qatar, Kingdom of Bahrain & Iraq

Security Guards | Taxi Drivers | Cashiers | Nurses
Electricians | Motor Cycle Drivers | Engineers | Sales
Carpenters | IT Specialists | Plumbers | Lungists
(Aircraft Cleaners & Hotel Workers)

Registration is going on at Office in Khania Supermarket, Aitor Indian Supermarket
Context analysis: Uganda (2)

- **SKILLING UGANDA** launched on Oct 2012 by M7: “Unlocking Uganda’s Productivity potential” – BTVET Strategic Plan 2012/3 to 2021/2
Strategy: what works, private sector engagement....

For Development Workers:
- **Think entrepreneurial** & act like businesses, without losing out on mandate

For the Business Communities:
- **Re-adapt business models:** more social less private

**Shared goals**

**Development Agencies**

**Private/business for profits**

Focus here

to bring change here

Relationships
Trust building
STRATEGY/CHALLENGE: involvement of Private Sector

-high

-are there businesses with high skill & high will area (green box) for skills development and employability?

-or are there businesses in the red areas with whom we can work and capacitate them to move towards the ideal green box thus generating win-win situations?
But not sufficient: EARN AS YOU LEARN

The AVSI "Earn as You Learn" hands on skilling model attracts and changes mindset of youths! As they acquire skills they earn money, which becomes part of their start up!

HOW DOES IT WORK?
.....the Earn As You Learn model of SKY

PRIVATE SECTOR

PS Skills
Youths E-L

Re-absorbed

Market:
PS or local

YOUTHS

Earn as You
Learn Model

AGRIPRENEUR
(Self-Employed)

START UPS

With Skills
and E-L money

Entrepreneurship
Skills/business
coaching
An example: Mushroom Training Resource Center

1) A group of youths – graduates now in mushroom production

2) A youth who started mushroom production: Rebecca
Lessons Learnt/Food4thought…

- Skilling an adequate Human Capital Development is critical: bridge the gap between skills and what is demanded in a fast changing labor market.

- Do the national frameworks (policies) and the international ones (SDGs) generate an opportunity for market actors to stimulate change, generate jobs and development?

- Involvement of private sector is crucial! has enormous potential to change the Skills Development landscape and create jobs. Are there development partners with experience & expertise in Public Private Sector Partnership?

- Earn as you Learn model works and should be replicate. Can it be replicated in another context?
....Last BUT not Least

a snapshot of some of our results in Y1 of SKY:

http://avsi-skyresults.ug/?popup=resultsPerYear

On the online SKY Results platform:
www.avsi-skyresults.ug

You will find other videos, info of interest