



## OBJECTIVE

### Main objectives:

- Contribute to increased employability of disadvantaged and vulnerable groups in Zimbabwe

### Specific Objective

- Improved completion of vocational education and training and transition into the labour market among disadvantaged and vulnerable youths in Shamva and Bindura Districts of Zimbabwe

## MAIN ACTIVITIES

- Establish a functional public-private project steering committee
- Conduct market study, and develop skill profiles with private sector
- Update curricula and develop new short courses
- Train 15 lecturers at the TVET centres in the new curriculum and inclusive TVET
- Establish computer labs for students at the 2 TVET centres
- Adapt infrastructure to be inclusive of students with disability
- Involve the community in recruitment and enrolment of students for short courses
- Network with Government and financial institutions
- Produce accessible learning materials for SWD according to new and revised curricula
- Provision of College-based support and referrals to social and Financial services for students
- Procure and distribute 50 start-up kits
- Conduct community dialogue sessions
- Conduct career guidance session for students
- Provision of college-based support and referrals to social and financial services for students



## GRANT

Innovative strategies and approaches to improve employment opportunities for disadvantaged and vulnerable groups through VET



## TITLE OF THE ACTION

TVET FOR ALL through Public –Private Partnerships in Zimbabwe

COUNTRY  
Zimbabwe

LEAD APPLICANT  
DAPP ZIMBABWE

## CO-APPLICANT(S)

Chaminuka Vocational Training Centre  
Leonard Cheshire Disability Zimbabwe

GRANT AWARDED  
€444,444

DURATION  
1 November 2019 to 28 February 2022

## CONTRACTING AUTHORITY



## RESULTS

- Project Steering Committee (Public and Private partners ) established with over 36 members
- Industry involvement in course content design
- New and innovative VET strategies piloted with students and private sector input
- Market baseline survey conducted and used to improve/enhance VET courses
- 12 VET short-courses (8month courses) designed
- 437 youth enrolled for training (49% female, 51% male, 13% of them are Student With Disabilities)
- 359 students completed training
- TVET certification and accreditation with Bindura University of Science Education
- Over 175 students employed in formal and own employment
- 50 students received start-up kits
- Sharing of knowledge and experience on VET skills strategies and programming

## LESSONS LEARNED

- Community awareness sessions contributed to the project acceptance and the successful enrolment of students
- A strong PPP network including the local governmental level, chiefs, employers, LCDZ, the colleges (public and private) and DAPP ensure project sustainability.
- Supporting youth during transition phase, accessing VET and the labour market, can only work if all stakeholders are sensitized towards inclusive VET
- Increased exposure to work experiences and employer involvement are necessary to ensure a solid practical learning
- Continuous engagement of the industry where students are attached is very important in that the ways of improving the courses are explored and interventions are tailor-made according to weaknesses noted
- Integrating soft/life and business skills with vocational/technical/hard skills for the trainees can enhance youth employability and improve their chances of successfully entering the labour market.
- Using digital solutions (e-learning hub) for training requires more resources such as access to devices, electricity supply and mobile internet bundles, which are still a challenge for youth and their families from a poor background.
- Laws and policies are not sufficiently in place to allow a smooth implementation of inclusive measures. A central governmental campaign and incentives would be needed to accelerate the progress and complement the bottom-up approach by DAPP.
- An individual, needs-based approach for the target group would have been more effective but was not possible within the project timeframe
- Inclusive VET helped improve the self-assertiveness and self-esteem of youth affected by disability and/or poverty.

Would you like to know more about this project?



### VET Toolbox Coordination Hub

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