

Public Private Partnership for disability inclusion in VET: DAPP Zimbabwe Experiences



TVET FOR ALL THROUGH PUBLIC PRIVATE PARTNERSHIP IN ZIMBABWE



- implemented from November 2019 to February 2022 in Shamva and Bindura Districts of Mashonaland Central by:
 - DAPP as the lead organization; 2 TVET centers (private and public); A disability service organisation and a state university
- overall objective:
 - Improve completion of vocational education and training and transition into labour market among disadvantaged and vulnerable youths in Shamva and Bindura Districts of Zimbabwe

IMPLEMENTATION GAP

- Youth had poor educational backgrounds and largely unemployed
- Early marriages with family responsibilities
- Poor and disadvantaged
- Most YWD were unemployed, stigmatized and sidelined in all community activities.
- High unemployment partly due to poor educational outcomes
- Trained youth were failing to secure employment due to skills gap

DISABILITY INCLUSION THROUGH PPP

- Designed 12 new market informed courses
- Enrolled 58 SWD (27 male & 31 female)-albinism, physical, visual ,hard of hearing, speech and incontinency
- Enrolment involved LCDZ community leaders and GoZ Departments of: Social Development; Women Affairs; Youth; Education and other organisations in the district
- Established a Project Steering Committee (PSC- the PPP component comprising 22 company and 14 Government Department representatives



DISABILITY INCLUSION IN VET

- VET centers renovated infrastructure so that it is inclusive and accessible
- Distributed assistive devices to SWD in need
- Lecturers trained on inclusive VET
- Training content developed into accessible formats (mp3, mp4, braille)
- Used vernacular language for training SWD who could not use English as a language of command.
- Placed SWD with employers for work-based learning
- Disability rights and gender awareness sessions in peer groups
- Linkages to health services, economic opportunities and social development

TRANSITIONING INTO EMPLOYMENT



TRANSITIONING INTO EMPLOYMENT

- 56 SWD completed studies and received certificates
- 2 SWD were formally employed
- 15 SWD received start-up toolkits and are self-employed
- Chiefs and government Departments have supported SWD to get land for agriculture, business establishment and shop space
- Industry offered graduate internship services for skills internalization and employment
- Trained youth are hiring services/ offering business space to other graduates.
- Other NGOs work with the graduate youth.

LESSONS LEARNED

- Difficulty in access to formal and informal employment by YWD
- YWD can establish businesses if empowered with entrepreneurial skills and start-up capital
- SWD require support from different sectors of the community when transitioning into employment



RECOMMENDATIONS

- Increase number of start-up kits offered to SWD
- Strengthen career guidance activities
- Upgrade equipment at VET Centers in order to meet industry demands
- Promote mentorship for SWD from the time they are in training
- Advocate for the rights of YWD and creating opportunities to prove themselves



Thank you



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