

“Bridging Knowledge and Action in the Workplace”



Promoting Employment through Work Based Learning (WBL) in partnership with private companies

Work Based Learning project is funded by Edukans Ethiopia and under implementations from February 2007 onwards in 8 Woreda of Bole sub-city of Addis Ababa. The training has been delivered at their vicinity woreda of 03, 04, 05, 06, 07,10, 13 and 14 of Bole sub-city of Addis Ababa. 48 beneficiaries will be benefited.

What does WBL mean?

Work based learning where

- Learners are full-time employees whose program of study are embedded in the workplace and are designed to meet the learning needs of the employees and the aims of the organization.
- Learning in a work context and learning through practice.
- Learners are engaged in real-work problems under the mentor of master craft person.

Project Description

The skills that are learned here can be used at the labour market within the hospitality sector.

- The training of a hospitality assistant is a purely practical training within the Work Based Learning approach.
- The WBL approach focuses on unemployed adolescent’s young adults.
- is based in and uses the hospitality industry in the area young for training
- The WBL approach has a strong focus on “practice and doing” instead of “listening” in a classroom environment. Skills development within an entrepreneurial environment, not just learning techniques.

Objectives of the WBL project

- To enhance the youth’s learning through planned career experiences in actual work setting by linking with private sector.
- To provide the youth with opportunities for potential career job on their interest and company needs.
- To create a positive image for youths through involvement in business and industry

Innovative approach

Work based learning (WBL) solves the problem of underprivileged youth that need jobs and of companies that need skilled people.

DEC supports ‘master craft professionals ‘in companies to describe job profiles, develops a curriculum related to this profile and trains master craftsmen the way to systematically transfers skills, knowledge

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and positive attitude to the trainee while working under his/her supervision. WBL offers youth practical trainings resulting in a Certificate of Competence (level1) and a paid job after one to three months of education.

Innovative aspects: The training takes place out of class. The private sector takes up the training role towards youth and takes care of training materials. The master craftsmen learn how to train new employees. Young people receive a training that fits the demands of the labour market with the guarantee of paid work. The practical character of WBL makes it accessible for youth of all educational backgrounds and is applicable in all economic sectors. Promote innovative teaching, learning and assessment strategies applicable to the workplace

WBL Benefits for the learner:

- Develop work-based learning and work-related skills simultaneously.
- Exploiting the workplace as a learning resource.
- Contribute to the future employability of the learner;
- The opportunity to gain work experience on the area of their specializations.
- Ensures that training is relevant to the skills required by the employers
- Skills are practiced & evaluated under supervision on the job.

WBL Benefits for employer:

- Give an opportunity to provide community service

- Provides involvement in the job profile development process
- Improved employee retention
- developmental opportunities for a current workforce
- Community goodwill
- Advertisement for an organization
- Improve company image
- provides an opportunity to get trained staff

Recruitment criterions

- Age: 18-29 years old
- Education: who writes and read
- Has not participated in a similar program or training sessions
- Unemployed
- Willingness to take training for three consecutive months.

So far, the project achieved

- WBL has proven to be an effective new instrument to bridge the gap between unemployed youth and the demands of companies for skilled workers. It is a cost-effective model for all sectors and all youth.
- The training of master craftsmen in 15 hotels and the positive experiences with the integration of young trainees increases the willingness of their organisations to invest in new (young) employees.
- Trainees who are completed and certified are earning 2500ETB per month after immediate graduation. They do have a possibility of earning 15,000ETB per month if they are well experience and reach the level of Chef.

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Beyond the regular training, life skills trainings have been given for 5 days to build their confidence.

Major strategies and approaches

- Work Based Learning has linking learning to the real working environments in:
 - Practical training in the workplace;
 - providing appropriate on-job training/ learning opportunities
- Enhance access to the labor market skills
- Promote work-related skills
- Enhance soft skills and work knowledge
- Promote trainees to learning for work
- Enhance the knowledge and skills of work

Lessons learnt

- We have learnt the difficulties of delivering the training outside of their village due to the transportation challenges.

Beneficiaries Witness

Yenealem Tesfaye is 29 years old and one of the returnees from migration. She finished school in 2004 but could not continue her education because of lack of money. She was forced to migrate abroad and worked in Beirut as a maid for 3 years. She returned home country in 2008G.C. Again she migrates, to Qatar, for 6 years. She returned in 2015, without money or (formal) skills. She looked for jobs for two years, but did not find any. Finally, she registered at Woreda office searching for training on food preparation, because she is interested in cooking and wanted to become a professional chef. She used the opportunity of the WBL training at the Prestige bar & restaurant. Now she is employed at restaurant and is very happy because she has decent work in her own country



Include the Excluded!

Work Based Learning (WBL)

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