



ILO Jakarta Special Edition Go EAST

Education And Skills Training for Youth Employment in Indonesia (the ILO EAST project)

September 2008

Youth Employment and Child Labour: **what is the link?**

On first sight, the links between child labour and youth employment may seem a blurred area to many of us, for example with respect to children above employment age involved in "not so hazardous" works. The bigger picture is that the links between the elimination of child labour and the promotion of youth employment make a lot of sense and indeed are important to support both objectives: (a) getting children back to an education relevant to the world of work contributes to the reduction of future youth employment, (b) additional income of young members of a household

can prevent child labour of younger siblings and provide an important role model for them to continue their education, (c) in some cases, youth can actually replace child labourers for some jobs. EAST is built on these assumptions and aims at creating a virtual and reinforcing circle between relevant education for children, the elimination of child labour and decent work for youth. ❖

Alan Boulton, Director,
ILO Office in Indonesia

Inside this issue:

Life Skills for SMP	2
Update on back to school	2
Entrepreneurship culture	2
TVET System in Indonesia	3
Revitalization of BLKIs	4
Livelihood skills	4
EAST Gender	5
Counselling	5
EAST relocated	5
Policy work	6

EAST: a Unique Endeavour

EAST relies on a solid institutional structure of collaboration with the Indonesian Government with steering committees and consultative groups at provincial and central level. The main counterparts are the Ministry of Manpower and transmigration and the Ministry of National Education.

It is also the first project of the ILO to be on the Indonesian national budget (as part of the follow-up of the Paris Declaration on Aid Effectiveness) and currently the biggest registered project in the country to be executed directly by a UN agency.

Internally, EAST is also a special project, drawing on the expertise of both the

Standard and Employment sectors of the ILO.

28 international and national staffs run the project, based in the targeted provinces or in Jakarta, and EAST also benefits from the inputs of seven ILO backstopping officers either in Jakarta, Bangkok or Geneva. ❖



EAST Components

- ♦ Back to school activities for children below 15 years of age
- ♦ Life and core work skills for junior high schools
- ♦ Career guidance for in and out of school youth
- ♦ Livelihood skills for out of schools youth
- ♦ Competency based trainings for TVET centers
- ♦ Entrepreneurship trainings for youth
- ♦ Research, advocacy and policy support

Life Skills for SMP: Ready to Go!



Increasing the relevance of education to the world of work is expected to contribute to reduce drop out rates, and for those who may soon leave the formal school system to function as an incentive to pursue vocational training through other avenues. The Junior High School (SMP) Life Skills manual drafted by EAST and IPEC was approved for field testing by the Ministry of National Education (MoNE), which will facilitate future mainstreaming of the manual into

MoNE curriculum. 25 provincial master trainers and 4 national master trainers were trained on SMP life skills in Bandung between the 25th and 29th March 2008. 75% of targeted direct recipient (180 SMP and 360 teachers) and 75% of targeted direct beneficiaries (8,800 students) are now included in eight service contracts for five provinces (South Sulawesi, NTT, Maluku, West Papua, and Papua). Socialization workshops are now starting in the provinces. ❖

A. Aridanu ILO EAST Expert

Update on the “back to school” component

Children who drop out of school often end up on the informal labour market and do not learn the skills they will need when reaching adult age to pull their future families out of poverty.

Children

who drop out of school often end up on the informal labour market and do not learn the skills they will need when reaching adult age, to pull their future families out of poverty. ILO EAST contributes to solve this problem with a “back to education” component for junior high school children. 18 provincial master trainers from the six target provinces were trained on ILO modules for extra-curricular activities and group based work (Rights Responsibilities and Representation –3 Rs - and Supporting Child Rights through Education Arts and Media—SCREAM). 95% of targeted direct beneficiaries (3840 children out of 4000 children), and 80% of targeted indirect beneficiaries (12.400 children out of 14,400 children) are included in ten service contracts, under which activities are already starting to bring back children to junior high school level education. In addition, representatives from Papua, NTT and Sulawesi Selatan participated in two trainings on Child Labour Monitoring system to pilot the establishment of a identification and referral system for child labourers. ❖

Snezhi Bedalli, ILO EAST Expert

Youth Entrepreneurship Culture

Three SIYB (Start and Improve Your Business) Trainings of Trainers were conducted with 55 provincial trainers participating from six targeted provinces. SIYB is the main ILO training package for entrepreneurship. The trainers will provide a one-week entrepreneurship training in their respective provinces to 9,000 out of school youth starting in August 2008. ILO EAST Project also started a collaboration with three P4TK (Teachers Training Center) of Bandung, Malang, and Cianjur. 896 SMK and SMA teachers will be trained on Know About Business (KAB) modules. They will then deliver 150 hours of KAB training for 32,500 students in six provinces under the supervision of the three P4TKs. The top 10% of these SMK students will also benefit from extra entrepreneurship training and start up capital provided by MoNE. The project will also carry out a business climate survey to provide the tools for young entrepreneurs to advocate for policy change. ❖

Budi Maryono ILO East Expert



Winds of Change on the Indonesian TVET System

The Indonesian Balai Latian Kerja (BLKI) system has been in operation for close to 60 years. The main objective of the BLKI training institutions is to provide vocational training to young people after high school.

The BLKI training centers deliver short term training, usually of 480 hours duration. In addition to this mobile training of shorter duration takes place as well. The training courses are the most common industrial courses and some commercial modules as well. The most popular course subjects are Computer and Automotive skills. While there are not formal barriers to women participating in any BLKI course, gender mainstreaming is not emphasized by the training centers and the gender division of skills training remain a challenge.

What is new?

The traditional training methodology is gradually being phased over to the Competency Based Training approach (CBT) introduced a few years ago as the national training standard. At the moment graduating trainees are awarded certificates from the training centers they attended. When fully introduced, the CBT system shall enable BLKIs to train to national standards with trainees being awarded nationally recognized certificates of competency.

For many years the BLKIs have been insufficiently funded. That has resulted in a deterioration of facilities, tools and equipment. The lack of funding has also caused a delay in recruitment of new instructors to replace seniors being ready for pension. During the last few years the Ministry of Manpower and Transmigration (MOMT) has initiated programs to improve the situation of the BLKIs. This followed a critical thorough assessment by the ministry of all aspects of BLKI operation. The ministry's plans for revitalizing the training institutions include plans for upgrading of facilities, equipment and tooling. Programs for recruitment and training of new instructors as well as upgrading of existing instructors to deliver market oriented training through Competency Based Training are being implemented.

The ministry is open for cooperation and welcome technical assistance to improve the BLKI training institutions. Of particular interest to the ministry is strengthening of the instructor base to be able to deliver CBT and to be able to liaise and communicate with local employers to determine training needs and design training that satisfies these needs. The ministry is also prioritizing upgrading of selected training centers to be able to train to international standards in order to be able to send skilled workers for overseas employment.



The traditional training methodology is gradually being phased over to the Competency Based Training approach (CBT) introduced a few years ago as the national training standard.

ILO Involvement with BLKIs

The ILO has supported the BLKI development with technical assistance since the mid-sixties with the BLKI Jayapura being built through a ILO technical assistance program. In 1976 a major MOMT/ILO/IBRD project was initiated resulting in an increase of the number of BLKIs with 17 new ones. The latest ILO assisted development is the BLKI component of the EAST project, which offers technical assistance to three BLKIs. (Jayapura, Sorong and Banda Aceh.

The latest MOMT – EAST—ITC/IO initiative intervenes at ministry level to set up a ministry capability that deals with the CBT aspects of instructor training, and BLKI management training. while another ILO program offers technical assistance to Badan Nasional Sertifikasi Profesi, the national CBT standard setting body. ❖

Gorm Skjaerlund, ILO Expert

REVITALIZATION of TVET centers

ILO EAST is assisting the upgrading, termed "revitalization", of three TVET centres, BLKI Aceh, BLKI Jayapura and BLKI Sorong, with the capacity building for the centers management, implementation of market driven Competency Based Training, and linkages with the private sector. The ILO and the Ministry Of Manpower and Transmigration agreed that implementation of this component will focus on "pilot skill areas". In BLKI Jayapura and BLKI Sorong, these skill areas are the Welding and Automotive vocations, while BLKI Aceh will focus on the garment sector.

The first six months of activities focused, among other things, on: (a) assessing the needs and procuring safety equipment and clothing (like safety boots and eyewear), (b) providing some short term priority equipment needs (like electronic kits, furniture clamps, vertical drills, outboard marine motor) and preparing a maintenance manual for BLKI Aceh; (c) procuring computer laptops and projectors for each vocational area to facilitate a paradigm shift away from "chalk and talk"; (d) carrying out a needs analysis of instructors skills and training needs and preparing professional development plans for upgrading instructors industry knowledge and skill base; (e) performing an equipment needs analysis of the vocational areas, (f) organizing a technical meeting (workshop) in cooperation with the BLKI to invite relevant stakeholders with the objectives to get support for the revitalization of the BLKI Banda Aceh.



Additionally, at BLKI Jayapura, ILO has assisted instructors to complete Self Help Projects such as building student lockers in the welding workshop (picture attached) and making student accommodation study tables, bunks, shelves and training whiteboards, in the furniture workshop (picture attached).

These projects have been greatly rewarding as they train students using "real-life" outcomes that then fill a gap in the life of the BLKI. These projects also vitally focus on competencies required to complete such tasks. While much TVET training success is based on "practice, practice, practice", making task outcomes that become "commercially acceptable" and immediately useful, takes much of the monotony from the learning. It also focuses the student on the use of skills and knowledge to demonstrate competency. ❖

Paul Frame & Wanda Moennig ILO EAST Experts

While much TVET training success is based on "practice, practice, practice", making task outcomes commercially acceptable and immediately useful, takes much of the monotony from the learning.

Livelihood skills for out of school youth



The component aims at supplementing the Ministry equivalency education modules with life skills and short-term vocational skills training for youth based upon local community market demand. 200 local non formal training providers were selected in six provinces by independent assessors to provide livelihood skill trainings to 12,000 out-of-school youth. In addition, CEA (Community Employment Assessment) Guidelines were drafted, and used for a 5-day training with the selected Non Formal Training Providers in the six provinces from June to August 2008. A life skills manual for out of school youth will be developed. Implementing agents in the six provinces were also selected to implement the activities, and implementation has started in South Sulawesi. ❖

Remy Rohadian and Glen Dunkley, ILO EAST Experts

Mainstreaming Gender in EAST

The ILO EAST project takes into account gender issues throughout project cycle and is gender-budgeted. Its design is based on a careful gender analysis, which led to the project's internal gender mainstreaming strategy. The project team has set as its target 40% women's participation in project activities. A gender network will be set up among EAST partners in the six provinces to facilitate gender monitoring and capacity building. EAST action will aim not simply at equal access but also equal ability among male and female youth to pursue the career of their choice and potentials.

Gender action within EAST draws upon the ILO's gender tools such as the "Rights, Responsibilities, and Representation" (3-Rs); Gender and Entrepreneurship Training Together (GET Ahead), and Gender Equality Mainstreaming Strategy Tool Kit (GEMS Tool Kit). These tools are available in both English and Bahasa Indonesia. A copy can be obtained from agapitus@ilo.org. ❖

Agapitus Haridanu, ILO EAST Gender Focal Point



Career Guidance and Counseling

Young women and men should be able to make education and job related decisions that reflect their aspirations, their competencies and the needs of the labour market. Unfortunately, too often they have no one to turn to for advice. This ILO EAST component aims — among other things — at building the capacity of school counselors to reflect the needs of the labour market as part of the counseling they are providing. A Manual on Job and Education Counseling was adapted from existing ILO and Indonesian materials. 60 provincial master trainers (10 from each province) are being selected for a 7-day ToT at the end of August 2008. Six contracts were approved to provide services to the targeted beneficiaries. Counseling should help the youth to make an informed decision on the "menu" of EAST supported services, and as such it should contribute to glue together the EAST integrated package of services. ❖

Remy Rohadian, EAST expert

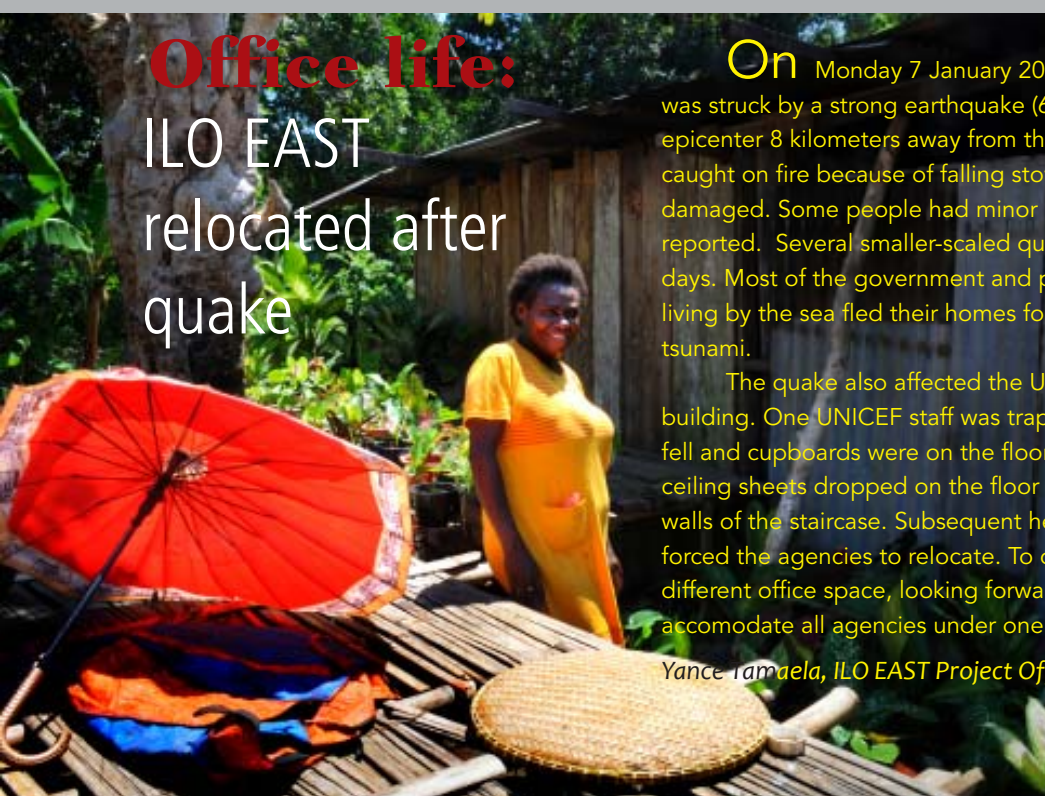
Young women and men should be able to make education and job related decisions that reflect their aspirations, their competencies and the needs of the labour market.

Office life: ILO EAST relocated after quake

On Monday 7 January 2008, the capital of West Papua province was struck by a strong earthquake (6.2 on the Richter scale) with its epicenter 8 kilometers away from the town. 20 houses near the beach caught on fire because of falling stoves and several buildings were slightly damaged. Some people had minor injuries but no fatal accident was reported. Several smaller-scaled quakes shook Manokwari in the following days. Most of the government and private offices were closed and residents living by the sea fled their homes for higher ground out of fear of a tsunami.

The quake also affected the UN Joint office on the 3rd floor of PELNI building. One UNICEF staff was trapped in the office at the time. Some PCs fell and cupboards were on the floor, up-side down. Tiles fell from the roof, ceiling sheets dropped on the floor and cracks appeared in the masonry walls of the staircase. Subsequent heavy rains damaged the ceilings and forced the agencies to relocate. To date, each UN project is set up in different office space, looking forward to Provincial Government offer to accommodate all agencies under one roof when space is made available. ❖

Yance Ramaela, ILO EAST Project Officer





Education And Skills Training
For Youth Employment
in Indonesia
(the ILO EAST project)

ILO Jakarta Office
Menara Thamrin, Level 22
JL M.H. Thamrin Kav. 3
Jakarta 10250
Indonesia

Phone: +62 21 3913112
Fax: +62 21 3100766
E-mail: jakarta@ilo.org

The International Labour Organization (ILO) is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues.

In promoting social justice and internationally recognized human and labour rights, the organization continues to pursue its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent jobs and the kinds of economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress.

The four years EAST project aims at promoting decent work for youth and the elimination of child labour in Indonesia, through the provision of an integrated package of skills and education services to youth between 13 and 29 years of age, in order to facilitate their school to work transition. It is funded by the Dutch Government and targets five provinces in eastern Indonesia (Papua, West Papua, Maluku, South Sulawesi, North East Nusa Tenggara) and Aceh. ❖

We are on the web!
www.ilo.org/jakarta



Policy inputs so far & future advocacy focus

Provincial Education Strategy - RENSTRA in Papua

The Province of Papua is preparing its first Provincial Education Strategy. ILO, UNICEF and UNDP have been jointly advising BAPPEDA on this endeavor. The issue of child labour (with specific considerations for CLMS and SCREAM) is already mainstreamed in the RENSTRA.

EFA in South Sulawesi

The Province of South Sulawesi is in the process of preparing the "Provincial Assessment of Progress in achieving Education For All goals" (EFA). The Provincial Government has initiated a data collection and analysis for core EFA indicators. ILO EAST and UNICEF are providing technical support to this undertaking as part of the Donors Education Coordination Forum coordinated by the Provincial Planning Commission (BAPPEDA). ILO EAST agreed with BAPPEDA to include additional indicators on child labour (in addition to the EFA core indicators). The report of this EFA assessment in all South Sulawesi districts will be released by the end of August.

Future Research and advocacy focus

ILO EAST is currently identifying consultants for three studies: (a) on the value of the equivalency certificates on the labour market and (b) identify specific approaches needed to effectively combat child labour among indigenous peoples in Papua, Maluku and NTT, (c) for a business climate survey in the targeted provinces focusing on youth micro-enterprise. ❖

Snezhi Bedalli, ILO EAST Expert