Project Summary

Project Background
Formal vocational training in Zambia was predominantly oriented on outdated technologies and curricula. Reforms were being introduced only gradually. Only 10% of Zambia’s workforce was employed in the formal sector and adequate vocational or management training was not available to the vast majority of school leavers, unemployed self-employed and SME entrepreneurs.

Project Objectives
In response to this situation the STEP IN Programme was designed to provide elementary technical and business skills to unemployed, retrenched or underemployed women, men and youths as well as for micro-entrepreneurs from the informal sector.

Project Activities
The project was built on a previous phase which focused on training needs analysis and the creation/promotion of Centres for Informal Sector Employment Promotion (CISEP).

These five groups of support activities were provided:
• Consultancy to the Technical Education, Vocational and Entrepreneurship Training Authority on the establishment of an Entrepreneurship and Informal Sector Development Unit;
• Advisory services, coaching and financial assistance to the Centres for informal Sector Employment Promotion (four in Lusaka, two in the Copper-Belt) which were managed in a kind of franchise system by predominantly non-formal training;
• Facilitating the creation of networks of relevant institutions, organizations and activities in informal sector promotion and skills training;
• Supporting training, self-help activities and pilot projects in the fields of income earning activities (e.g. women groups, unemployed youth etc.).

Implementation Feature
“Centres for Informal Sector Employment” (CISEP) were established and these service centres are attached to a variety of “hosting/parent organisations”. This system allowed for a considerable multiplier effect while maintaining uniform training methods and standards throughout the scheme.

Services Provided
• Consultancy/coaching for 12 employment promotion centres
• Consultancy to the Technical Education, Vocational and Entrepreneurship Training Authority
• Networking with institutions regarding employment creation
• Support to training schemes for income earning activities

Zambia

Integrated Skills Training for Employment Promotion (Step In)

Client
Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)

Duration
1999 - 2004

Personnel
• 1 international LTE (56 PM), vocational training expert
• 1 local coordinator
• 22 PM international and local STE