

## ▶ FINAL INDEPENDENT EVALUATION OF THE PROJECT "ADDRESSING EDUCATION AND SKILLS GAPS FOR VULNERABLE YOUTH IN HAITI"

### ▶ FOPRODER project

The Vocational Training for Rural Development (FOPRODER) project was funded by the Government of Norway for an amount of USD \$4,601,219.00 and implemented by ILO in collaboration with the National Institute of Professional Training (INFP) and local partners.



### ▶ Main objective

Fill the gaps in education and skills for vulnerable youth in Haiti and help rural households in southern Haiti overcome barriers to entry into the labour market by improving the entrepreneurial skills and employability of the rural labour force, particularly women and youth, through improved vocational training in the agriculture and fishing sectors.

## ▶ 5 intermediate objectives



Institutional capacity of the networks of fishing workers in Grand'Anse and agroforestry sector in Sud is strengthened;



Technical capacity of agriculture and fishing workers is built through state certified technical training and simplified training;



Efficient cooperative organizations are promoted, and capacity of existing cooperatives is strengthened in the prioritised sectors;



Employment services: placement orientation and insertion systems developed, and centres created;



Knowledge and good practices are shared to upscale experience in other regions.

## ▶ Components

### • Professional training of young beneficiaries

This involved "simplified" technical training i.e. specially adapted to the local agro-ecological circumstances and limited literacy. *"After graduating young professional become more confident and exercise their trades with more discipline".*

### • Validation Program of Acquired Experience (VAE)

This involved enhancement, assessment and validation of skills by slightly more mature candidates, already active farming and fishing. *"With the FOPRODER project they were able to refine their skills and regularize their situation by obtaining a professional aptitude certificate (AAP) recognized by the competent authorities."*

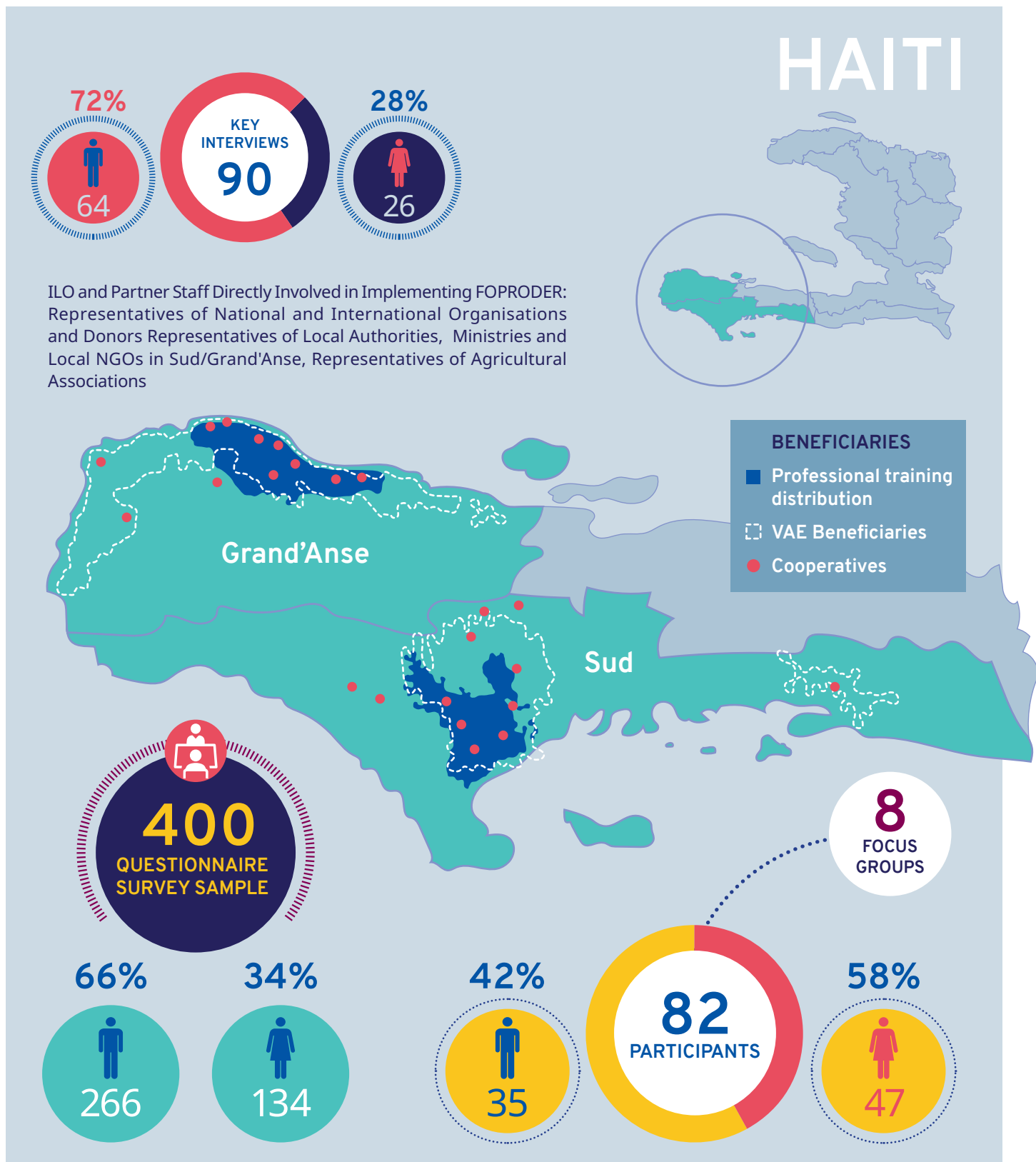
### • Capacity strengthening of cooperatives and associations: Sub-Components:

(1) GERME (Enterprise Training) , (2) My Coop, (Cooperative Management) (3) GET AHEAD (Women's Enterprise Development) and (4) Value chains. *"FOPRODER strengthened selected associations to adopt cooperative and entrepreneurial principles without the obligation of formalising themselves into cooperatives."*

## ► Evaluation background and methodology<sup>1</sup>

Conducted by a international consultant and a team of national consultants. It combines two approaches: one focused on the logic of the intervention and the other focused on the quality of the interactions between the projects and individuals, groups, organizations and institutions on the ground.

Covered all activities under the project from the beginning to its completion in the departments of the Sud and Grand'Anse.



<sup>1</sup> An anti-COVID-19 strategy, based on WHO guidelines, was developed by the team of consultants and validated by the ILO for the conduct of field work, as part of the final evaluation. The principles of ethics and professional conduct weren't overlooked.

## ► Main factors that explain performance challenges of FOPRODER



Lack of adaptation of the FOPRODER conceptual framework with regard to major changes in context: most significant being the effects of hurricane Matthew



Low involvement of ministries and decentralized sectoral public bodies: Neither Agriculture nor Environment Ministries were formally involved in the process.



Problems in the formulation of the FOPRODER budget: Certain activities were formulated in the project document without integrating the budgetary allocations.



Socio-political crisis (Pays-Lock): The historical and structural problems in terms of governance were exacerbated by paralysis due to widespread violent protests.

## ► Main conclusions



Despite beneficiaries expressed satisfaction with the quality/relevance of the training itself, young beneficiaries (18-25) were not generally satisfied with integration into the job market: no access to formal jobs was facilitated, nor access to support services for self-employment through enterprise.



Changes in behaviour of agricultural cooperatives compared to situations before FOPRODER are evidenced in needs assessment strategies, new/improved transformation of agricultural products and the marketing of products.



Women have gained appreciable know-how in adding value to agricultural and natural products. Inclusion and empowerment of women by the project has created motivation for grassroots, women's organizations that now enjoy a certain community credibility.



Despite some advances, women are generally treated as a second rank priority by fishery associations that are dominated by men. These women request better coordination and regulation of the fishing sub-sectors, in their favour.



## ► Good practices



**Hybrid governance of VAE Technical Committees**, involving targetted associations in a network of support organisations (ILO, universities, specialised technical NGOs) to integrate the process of training, assessment, certification and validation. The INFP acts as the final validation body making the process viable despite weak institutional presence.



**Rigorous selection process and grant financing with co-financing element will enhance sustainability in women's enterprise.** The women's enterprise component was created in direct response to the Mid Term Review recommendations. It was better adapted to local circumstances and injected some elements of sustainability with wide applicability. **Selection process:** the competitive selection panel use a rigorous objective points-based selection method. **Grant financing with co-financing element:** after a 5-module training process for the lead member, the associations signed a contract to receive a grant of up to \$2000 to purchase vital equipment to start up on their group enterprise business plan. Associations were required to provide a counterpart funding of up to \$500 in order to receive the grant.



## ▶ Lessons Learned



**Extremely Limited Labour Market for 18 -25 Year Old Youth** Economic opportunities do not currently exist for school leavers in the intervention zone outside the family farm/fishing livelihood or within the localised farming/fishing community. The less vulnerable and better educated youth have already migrated. Intensive efforts are therefore required to insert the more vulnerable and stigmatised youth at that very localised level.



**Process of formalisation of Associations will be very gradual in the Sud/Grand'Anse context** It was learned that there is a pre-existing aversion to joining co-operatives due to previous corruption scandals. Therefore the programme was adapted to give orientation on co-operative principles rather than obliging the associations to become cooperatives and register as co-operatives. It is possible to have frank discussions about the consequences of poor governance which do cause the associations to gradually adopt better practices.



## ▶ Main recommendations



### TRAINING STRUCTURES AND TRAINEE NETWORKS

- In the absence of the planned tripartite committee, it will be necessary to think of the creation of a multi-stakeholder and multi-sectorial platform, based on representative and inclusive participation.
- The networking of certified technicians with a view to the participative and inclusive construction of a platform, favorable to the exchange of information, sharing of experiences, and solidarity between young people professionals;
- The development of a skills benchmark, including academic and professional profiles of young graduates and their respective contact details; to share with sectorial ministries, humanitarian and development organizations in order to promote their gradual insertion into professional spaces through current and future projects and programs;
- The integration of gender criteria should be established during the successor project formulation process, to guarantee the sustainability of the results, through a tailor-made Gender Integration and Participation Plan.



### CERTIFICATION OF ILO MASTER TRAINERS IN HAITI

FOPRODER staff responsible for skills training, cooperative development and enterprise development would have been ideal candidates for certification as Master Trainers. This was considered but not done in the end. This constitutes a major missed opportunity for sustainability and consolidation of ILO training approaches and to install lasting capacity in the country.



### LOCATION OF CTA/PROJECT TEAM IN PORT AU PRINCE

It has already been taken on board that it is not efficient or effective to run a project field office that does not have the IRIS administration system installed. Given the problems of logistics, delays and costs involved in multiple transmissions of documents to be processed in Port au Prince it has been considered necessary that in future, projects could be run out of Port au Prince with visits to the field and partners on a regular basis.



### TECHNICAL FOCUS OF A SUCCESSOR PROJECT

Even if it is decided, based on research, that the new project will focus on different value chains, there should be a consolidation package for the 18-25 year old skills trainees in FOPRODER who require some further support on the path to professionalization, given that the expected pathway of employment placements for certified skills trainees never materialized.

