

# Livelihood Accompaniment

## *Prepara Ami ba Servisu (PAS) Program*

### in Timor-Leste



Adelio Tilman & Luis da Cunha

Prepared for:  
Making Cents Conference  
Washington, D.C.  
September 28-30, 2009

# “One of The World’s Newest Countries”

Referendum on  
Independence  
(August 1999)

Interim U.N.  
Management  
(1999-2002)

Independence  
Achieved  
(May 2002)



# Country Profile: Timor-Leste



- Small Country, with Emerging Economy
- Poor Infrastructure & Investment Climate
- Subsistence Agriculture Remains the Primary Source of Livelihood

# Banking & Microfinance Services

- Timor-Leste has been independent 7 years, but there was a major conflict in 2006 (only 4 years into independence)
- Conflict of 2006 led to high rates of default on microfinance loans and investor reluctance to open new banks - especially in rural areas - leaving Timor still today with one of the least developed banking and microfinance systems in the world

# Youth Profile

- Over 40% youth unemployed
- Youth migrate to capital city, Dili, for jobs
- Youth viewed as easy to manipulate, join martial arts gangs (conflict of 2006)
- Many youth wish to return to school (studies interrupted by independence struggle + 2006 conflict), but they are not allowed to do so (1<sup>st</sup> equivalency exam introduced only in 2009 and only for Primary School)

# Summary of Challenges Facing Timorese Youth

- 1) high youth unemployment
- 2) weak financial services sector
- 3) both #1 & #2 much worse in rural areas
- 4) barriers to return to formal education





# PAS Program



- Youth 16-30 years old (gov't of TL definition)
- 50% male / 50% female
- Implement in rural areas, not Dili, to stem flow of youth to the capital
- Two Phases: Livelihood Preparation & Livelihood Accompaniment

# Livelihood Preparation

## 1) Learning for Work (In-Class Instruction)

- Leadership & Life Skills
- Work Readiness
- Finance & Business  
(basic literacy & numeracy)



## 2) Learning from Work (Technical Skills Trainings)

- Restaurant Mgmt, Cassava Chip Making, Sewing, Mechanic, Radio Repair, Construction/Masonry, Bamboo Furniture Making, Electrical Wiring, Computers, Agriculture, Tofu & Tempe Making

# Livelihood Accompaniment

Youth select from 1 of 3 Livelihood Pathways:

- Small Business
- Job or Internship
- Further Education & Training



Each youth eligible for cash grant of \$100  
to be used to accomplish their livelihood goals

# Key Features of Accompaniment

- Cash Grant
- Site Visits and Mentorship/Coaching  
by Team Leaders of NGO Partner  
& EDC District Coordinator
- Skills Passport

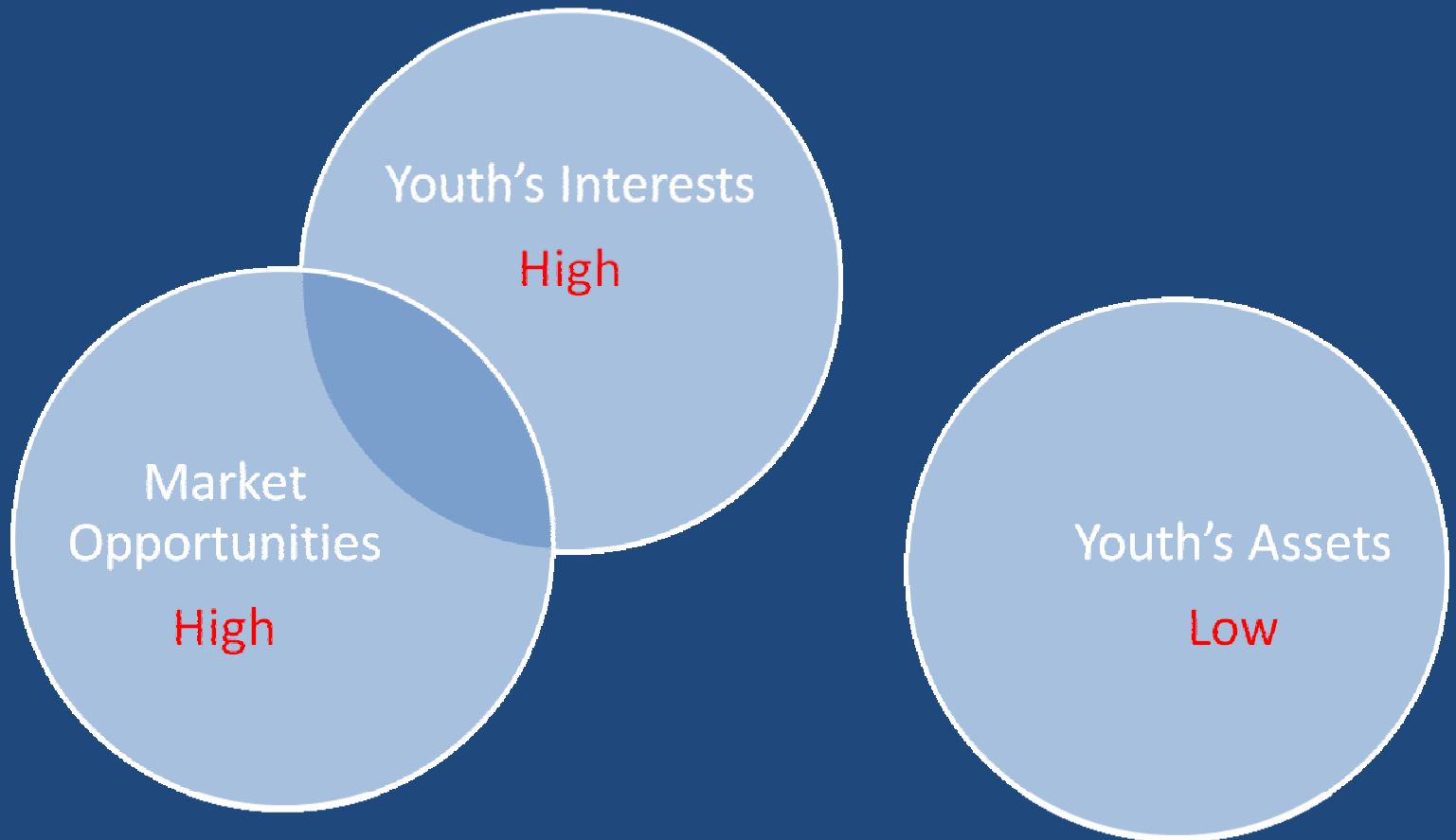
# What does it take for Youth to be Successful in Accompaniment?

- Reinforcement of learning from Phase I (punctuality, good attitude, confidence)
- Market Simulation Training (from EVI)
- Livelihood Exposure Fairs
- Tools to help students select one of 3 Livelihood Pathway options  
(Intersection of Youth Interests + Youth Assets + Market Opportunities)

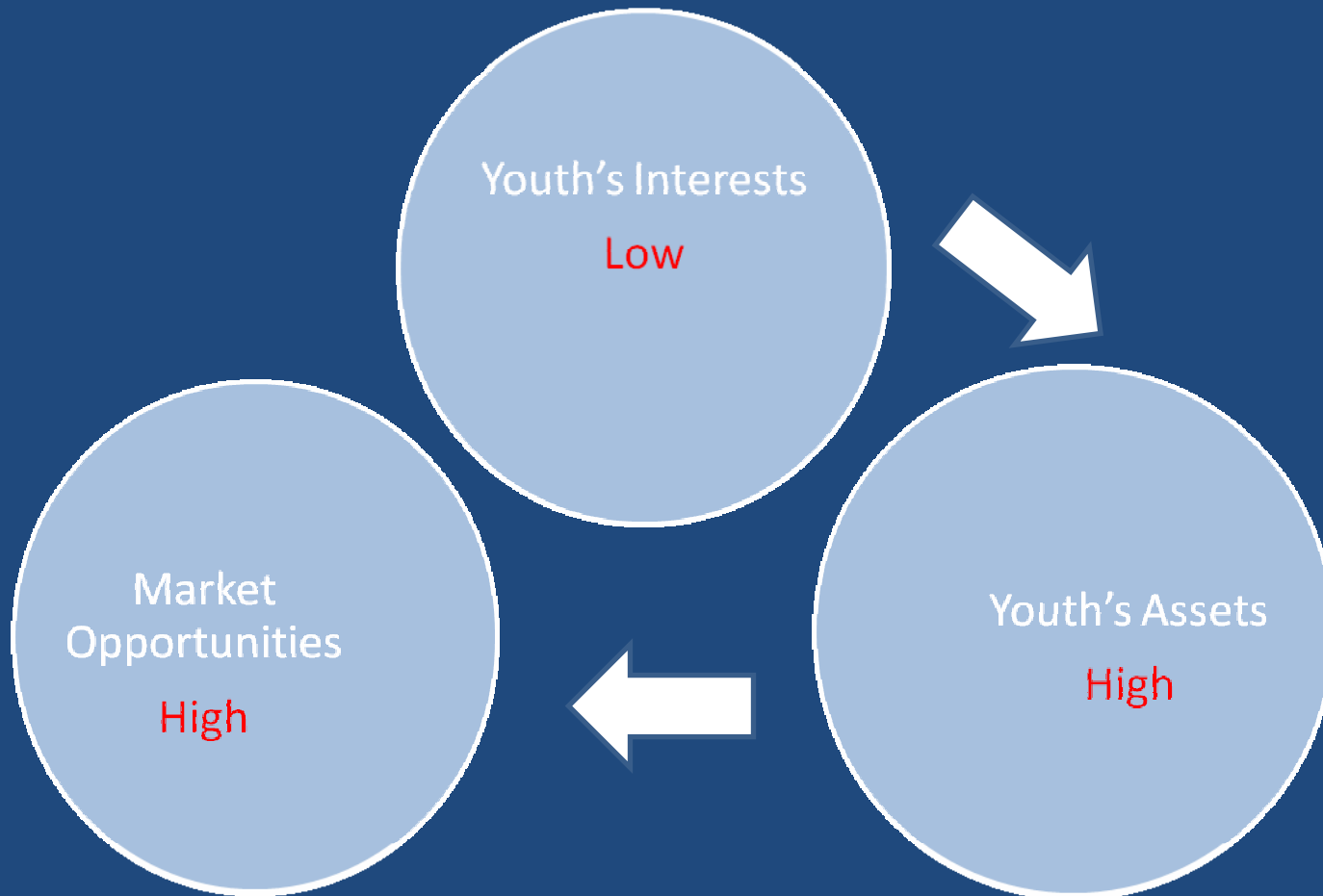
# Selection of Livelihood Pathway



# Starting with Youth Interests: English & Computers



# Starting with Youth Interests: Selling Vegetables



# Market Opportunities

- New Partner (Join a Cooperative)
- New Market
- New Product
- Further Processing  
of Existing Agricultural Product

# Success Stories

Name	Livelihood Pathway Chosen
<b>Business Examples</b>	
Berta da Costa	Business => buy vegetables in Aileu, sell in Dili; \$200/month
Flaviano dos Santos Belo	Business => selling Chinese cabbages to Dili market; \$400/month
<b>Internship Examples</b>	
Marie Afonso Moniz	Internship, NGO Oisca => Ministry of Agriculture; \$200/month
Carlos Freitas	Internship, World Vision => temporary job (10 days) to permanent staff; \$250/month
Domingos Soares	Internship, NCBA Health Clinic => school Admin Asst; \$120/month

GDP/capita = \$358 annual in 2005 (UNDP); higher today

# Capacity Building of NGO Partners

- PAS Program works through 16 local partners (ideally for 2-3 cohorts of youth each)
- EDC mentors partners to assume ownership (T-O-T, Cohort 1, Cohort 2, Cohort 3)
- Team Leaders serve as Mentors, Coaches, Problem-Solvers, Monitor Business & other Accompaniment Activities

# Lessons Learned

- Behavior Change is Challenging (“give” us jobs vs. self-reliance)
- Livelihood Exposure Fairs (if not, lots of kiosks)
- Disconnect between Youth Aspirations (21<sup>st</sup> c. jobs = computers or English) and Rural Market Conditions in Timor-Leste
- Balance between PAS Program Resources and allowing Youth to choose *anything*

# Findings

- Youth Learn to Separate Business and Personal Expenses
- Behavior Change Different in Males vs. Females
- High Variation in Pathway Chosen by District (not 1/3 Business, 1/3 Internship, 1/3 Further Education or Training in any district)
- Time Intensive (Site Visits & Mentoring)

# Sustainability

- 16 NGO Partners trained in “work readiness” by USAID/EDC under PAS
- Goal is for all partners to obtain certification by Gov’t of TL



- However, some partners will pursue certification by Secretary of State for Professional Development & Employment and some by Ministry of Education, Non-Formal Education (“work readiness” is cross-cutting programming!)