



Workforce Gap Analysis for Employability Training: The Case of Haiti



Konbit Ak Tet Ansanm **The KATA Project**

ResCare's Partners in KATA

- CHF International
- Vocational Schools
- Community Based Organizations (CBOs)
- Employers: Micro, Small, Medium Haitian Enterprises



Project Overview

ResCare's Role in KATA

- Lead workforce development efforts in five urban centers by linking training to employment.
 1. Training for vocational school students, entrepreneurs, CBOs, and businesses, teachers, and administrators
 2. Equipment, partial scholarships, and technical assistance to all public and private partners
 3. Career counseling and job placement, and post-employment support
 4. Entrepreneurship grants and support services
- Expenditures = approximately USD 2 million/year



ResCare's KATA Targets

- 6000 Haitian youth (16-25 years of age) trained over 4 years
- 3000 Haitian youth placed in short term employment
- 1500 Haitian youth placed in durable employment (6 months or longer)
- Haiti Stabilization Initiative (HSI): Provide Training for 500 Haitian youth from the Cité Soleil area.
- Workforce Gap Analysis (completed August 2007)



Workforce Development Strategy

Work Force Gap Analysis

Targeted Training Programs

Job Creation & Placement

Micro Business Development



ResCare's Workforce Gap Analysis

- *Workforce Gap Analysis* (completed August 2007),
- Showed potential for growth in:
 - ◆ Food production, sales, and services (baking, restaurants, beverage production and distribution, etc.)
 - ◆ Construction (production and sale of materials, small or targeted jobs, contractors)
 - ◆ Repair/Infrastructure (plumbing, electricity)
 - ◆ Telecommunications
 - ◆ Commerce (formal and informal)



Current Vocational Training Programs

- Over 600 VTCs exist –
 - ◆ Private: 70%
 - ◆ Public: 20%
 - ◆ Non-Public 10%
- Schools Training is not competency based: Varies at each site
- Little hands-on Training is provided, few workshops, most not managed or equipped
- Training is not matched to local industry needs, and for the most part does not lead to employment



ResCare Approach Under the KATA Project



ResCare Approach Under the KATA Project

- **Employability skills training Program:**

Assisting trainees in developing the skill sets necessary for achieving:

- ◆ Proper motivation, values and expectations needed to succeed in the vocational and business training programs to follow.
- ◆ The understanding of developing vocational technical skills as a career choice with potential financial rewards and professional satisfaction.
- ◆ The understanding of the world of work and related requirements for success.
- ◆ The ability to begin applying some of the employability skills such as team work, punctuality and sense of responsibility from the very beginning of the vocational training program.



ResCare Approach Under the KATA Project

“Employers, and in particular large employers, are more concerned with social and personal competencies than with specific professional skills, as they claim these can be learned on the job”

Quoted from the Haiti Work Force Gap Analysis 2007



ResCare Approach Under the KATA Project

- **Employability Skills Curriculum : Haiti's specifics**

Hygiene / appearance

Communication and Attitude

Customer Care

Honesty

Self Esteem

Hope

Conflict Resolution

Peace Building



ResCare Approach Under the KATA Project

Business development

- Orientation of trainees interested in self-employment on entrepreneurship and the world of business. This training provides:
 - ◆ General orientation on the requirements, challenges and rewards of operating one's own business.
 - ◆ Overview of business opportunities in the particular vocational/trade areas that the trainees had chosen.
 - ◆ Overview of the potential sources of capital and how to mobilize them in order to start a business.
 - ◆ The motivation to begin thinking and possibly exploring ahead of time on options of business financing.
 - ◆ Development of the ability to apply business thinking skills as the trainees pass through various stages of the vocational skills training



ResCare Approach Under the KATA Project

Job Placement /Job Development Strategy

- Business Mapping of Target Regions
- ResCare/ KATA Marketing
- Networking Approach
- Strategic Alliances
- Participatory Needs Assessment



One of Many KATA Success Stories

Myriam Israel says, "I am achieving my dream at last."

Myriam Israel, 23 years old, lives with her mother and two younger brothers in Solidarity Village, Port au Prince, Haiti. Her mother works long hours as a street vendor, selling clothes, food, and drink to support the family since her father left more than 10 years ago. While Myriam dreamed of becoming a civil engineer, she set aside her aspirations to earn money to pay school fees for her younger brothers.



Now Myriam is able to achieve her dream. Chosen as a scholarship recipient in the ResCare-managed KATA education program, Myriam is studying civil engineering at Haiti Tec, a vocational training school in Port au Prince. After her studies, she plans to work in construction to help support her family while gaining professional experience in a field vital to Haiti's economic development and infrastructure rehabilitation.



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