

GOOD PRACTICES AND LESSONS LEARNED

Gobernación de Antioquia (Colombia)

Project: Generation of skills to access employment and entrepreneurship in order to reduce poverty, social exclusion and the risks of the informal economy

Good Practice: Relevant Technical Training for 1,500 people from the Urabá region.

1. Brief summary

Offer 1,500 places of technical training in Urabá, a region of the Department of Antioquia, where the richness of its natural resources is in high contrast with the poverty and exclusion of its population. In addition, there is a large gap between the needs and the expectations of the sub-region (entrepreneurs and population) and the educational offer. We were able to reduce the drop-out of students from 25% to 7%. We consider that this was achieved through: a) Consultations with business sectors, the population, and social and economic actors, for the design of the offer; b) The generation of high expectations on the training project; and c) The articulation of the project implementation to the context and to the population of the territory. Recommendations: Ensure high visibility and expectations in all sectors. Assessing by differentiating needs and expectations (dreams) and by asking for individual and collective needs. Consult with public sectors and experts. Relying on the economic, technical and human resources of the territory.

2. Key Area of Good Practice

- Professional training and / or technical skills (3.6)

3. Context - Brief description

Where the good practice was implemented

The region of Urabá is located at the mouth of the Atrato River, in the Gulf of Urabá, at the vertex that forms the boundary of South America and Central America on the Caribbean Sea (Atlantic Ocean). A strategic area for the center of the country because it represents a great agro-industrial wealth, with a port, a commercial potential and a great tourist interest. Furthermore, to understand the potentialities of the Atrato River, it is a source of great potential also for biodiversity.

A region that has also been crossed by the internal conflict between guerrillas, paramilitaries and public forces, and route of illegal trafficking, in particular of drug trafficking.

However, this coexists with high levels of poverty, inequality and conflict, especially in the Urabá region. In fact, it has been one of the regions most affected by poverty, unemployment, violence and illegality. It is the region with the lowest quality of life in the department (50% NBI according to Dane). Urabá presents one of the lowest levels of quality of life in the department. At urban level, the index of living conditions for 2011, reflects the population's wellbeing through 16 variables. Only 53% of the houses have potable water and Urabá concentrates 35% of the housing deficit of the department. DAP. Statistical Yearbook of Antioquia 2010. Chapter 14, Indicators: 40% of the displacement in Antioquia comes from the region, 52% of these are women. Due to the land conflict, Urabá is one of the most important territories in the process of implementing the Victims and Land Restitution Law.

Why was the Good Practice developed? What needs did you respond to? What problems did you solve?

The central problems that the project wanted to solved are poverty, low income and poor working conditions, increasing job insertion through dependent employment and self-employment (new

ventures and improvement of small businesses), from a perspective of decent and dignified work. Considering that there is already a strong investment in the sub-region in terms of communication (tunnels, motorways, airport), in medium and large industry, in port projects, in diversification of agro-industry, in expansion of free zones and in the tourism sector.

Who is involved:

The project is a joint formulation by the Government of Antioquia with a range of institutions in the region related to vocational training and the promotion of new ventures; and that is implemented by the Government of Antioquia through different operators. It is coordinated by a work team of nine (9) people, hired by the Government for this purpose, and is located in the Secretariat of Productivity and Competitiveness (of the Region of Antioquia).

Who are the people who benefited from the good practice (children, teachers, parents, etc.)?

People between 15 and 54 years, with a majority of young population (68%) and female (70%); the poor and the victims of war in general.

When the activity was implemented:

The Job skills modules of 300 theoretical hours and 300 practical hours were implemented between September 2017 and June 2018.

4. Level and type of innovation of the good practice

In general, Good Practices are innovative, unless it is the reproduction of a "Good Practice" that occurred in another context. Although, in general, always a best imported practice, in order to be successful or good, it must be readjusted to the new context, that is geographic or temporal.

5. Description: What are the processes and steps involved?

Design, formulation, legalization and offer of nine (9) technical training programs for 1,500 people in the Urabá region by taking into account:

- Accuracy of needs based on a broad consultation of academic, business, administrative and social sectors and the population in general.
- Study of the employment niches and places of practice by program.
- Pre-registration and admission exam phase.
- Generation of a high expectation and demand for training.
- Articulation of the operation of the project to the context and to the population of the territory.

6. Resources: What resources and skills are needed to carry out the good practice?

Professionals and articulation with institutions that know the subject (education for work) and the context (the Urabá region).

- Time and methodology for the realization of the diagnoses, the visits and the final analysis.
- Good relations and knowledge of the actors in the region.
- Ability to coordinate forces and resources with local actors.
- Negotiation and autonomy capacity, to favor the majority of the population and not a particular economic sector.

7. Sustainability of the Good Practice

There are indicators of employability. Follow-up to practices and places of practice.

Methodologies are collected and disseminated through a web platform, widely recognized in the region. Good Practices are disseminated, so that other experiences and projects can be considered from new planning.

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8. Links to other resources

Links to platforms:

- <http://empleoyemprendimientouraba.com>;
- <http://www.urabaconecta.com/>
- <https://www.dnp.gov.co/programas/desarrollo-social/subdireccion-de-educacion/Paginas/educacion-para-el-trabajo-y-el-desarrollo-humano.aspx>
- <https://www.dnp.gov.co/programas/desarrollo-social/subdireccion-de-empleo-y-seguridad-social/Paginas/formaci%C3%B3n-para-el-trabajo.aspx>
- <https://www.mineducacion.gov.co/1759/w3-article-237704.html>

9. What would the originators of the Good Practice do differently if they were to do it again?

- Expand the participation of teachers and students in the region in the specific programs design.
- They can create, participate and train in a web platform environment from the beginning.
- Re-update the identifications, needs and expectations of business, social, groups and individuals.