

GOOD PRACTICES AND LESSONS LEARNED

Save the Children – Cote D'Ivoire

Project: Promote social cohesion and livelihood enhancement of migrant youth / child workers through the establishment of national and transnational coordination mechanisms

Good Practice: The certification of master craftspeople trainers (MAF) to obtain their active involvement and a process of quality apprenticeship of young craftspeople in a secure work environment.

1. Brief summary

Chambers of professions and MAFs are key players in apprenticeship to a craft industry and sustainable professional integration of vulnerable young people. The certification activity of the MAFs, which attest to the good collaboration and performance of these throughout the project, aims to promote not only an effective transfer of technical knowledge for young people but also to ensure the respect of the rights of young people and workplace safety.

In the support process for sustainable professional integration through the exercise of crafts, young people are placed with the MAF in workshops where they learn through a modality of "training by apprenticeship". That is to say, to a considerable extent, the practical component goes far beyond the theoretical component, thus meeting the demands of young people seeking to have a durable but relatively fast insertion into the job market. MAFs are selected on the basis of defined objective criteria (physical capacity to receive them, to be a member of a trade chamber, etc.). These MAFs are responsible for the theoretical and practical learning of young people in the craft sector in the project area.

Apprenticeships are signed on the one hand between the youth and the MAF, and on the other, agreements are signed between the project and the MAFs. These documents are intended to clearly describe the duties and rights of each stakeholder throughout the learning period; in addition, they formalise quality apprenticeship of young people in the craft trades.

MAF certification consists of evaluating the participants before granting certificates to those who have complied with a certain number of instructions set out in the various documents (contracts and agreements). More concretely, it is a matter of evaluating MAFs, especially through the administration of stakeholders, of a questionnaire drawn up based on objective criteria related to: the quality of the technical supervision of young apprentices placed in the workshops; respect for the policy of defence of the rights of children and young people; the good collaboration of the MAF with the project partners (chamber of trade, social services and project implementation structures).

The certifications provided thus show that the said MAFs have met these criteria and will be useful for future initiatives of other state or non-state partners who can quickly become aware of the good collaboration demonstrated by these artisans. Obtaining these certificates can also be used to help artisans who are not yet members of craft chambers begin a membership process. In these cases, the certification serves to support the professionalization of the active craftspeople.

2. Key Areas of Good Practice

- Organisation of informal economy workers in officially registered associations, cooperatives or other groups (1.9)

- Provide support to operators / workers in the informal economy to access services (social welfare services, business registration, access to formal savings and credit systems, training, etc.) (3.1)
- Support for improving occupational safety and health among workers in the informal economy (2.3)

3. Context - Brief description

Where the good practice was implemented:

In the cross-border regions of Burkina Faso, Côte d'Ivoire and Mali.
Especially in urban areas

Why it was implemented:

During the youth learning process, some MAFs demonstrated satisfactory performance in the theoretical, instructional and practical instruction of youth. They respected the clauses allowing a quality learning declined in the signed contracts and conventions and beyond their role of trainer were "fathers" of family for the young people. The MAFs were very well involved in the training and professional integration of young people. The certification was initiated to distinguish the MAFs who were more actively involved in the training of young people and who better collaborated with the project and its partners. It aims to reward the merits of the best MAFs and to promote excellence through competitiveness within these MAF but also to revitalize and make the chambers trades in strong organisations in the apprenticeship of young people to craft trades.

Who was involved:

The people who directly assisted in the implementation of this good practice are the project staff (facilitators, livelihood technicians, project leaders), social workers, chambers of crafts.

The main beneficiaries of this good practice are the MAFs which welcome young people (girls and boys) and migrant workers in apprenticeship. Indirectly, young people themselves benefit from this good practice because it encourages them to improve the general framework of their learning process.

When the activity was implemented:

At the end of the one-year learning process, MAF assessment is conducted and certifications are issued. This certification can last from 4 to 6 weeks since it is first necessary to administer the forms to then select the MAFs likely to be certified.

4. Level and type of innovation of the good practice

This practice is innovative because it helps to promote quality training for young people, enabling them to have a lasting professional integration through the encouragement of their supervisors. On the other hand, it introduces into the chambers of trades the notion of excellence which is reflected in the competitiveness between the MAFs, motivating them to give the best of themselves during the training of young people. It facilitates the appropriation by MAF of actions to protect the rights of young people, standards of work in workshops and apprenticeship of young people in trades as it allows an improvement of learning conditions.

5. Description: processes and steps involved

The certification consists in granting MAFs who have made remarkable efforts in the technical training of young people, in compliance with the child-protection policy and the good collaboration with the project and its various partners, a certificate of distinction to honour them on the efforts

made. We identify three main steps completed before the actual granting of these certificates.

1) Consultation with stakeholders on relevance / criteria related to certification and communication of certification that can be provided at the end of the learning process

The main actors involved consult with each other (implementing partners and chambers of trades) on the relevance of this certification and the main parameters that will be considered. In the case of an apprenticeship of vulnerable young people placed with MAFs, we defined three main blocks (quality technical training, respect for the child-protection policy and good collaboration with the various project partners). Depending on this agreement, the possibility of certification that can be received is duly communicated to all participating MAFs in the project.

2) Considering the respect of these three components in the routine monitoring activity carried out by the field teams

During the daily monitoring visits to young people in apprenticeship, the field teams also takes note of the performance of the MAF collaborators of the project. This monitoring serves not only to identify possible corrective elements on the work that these MAFs do, but also contributes to the overall assessment of their performance.

Conduct interviews / surveys to select MAFs likely to be certified and effectively grant these certifications

Finally, daily observation of the work of the MAFs with young people in the workshops is necessary. Nevertheless, the definitive source of information is obtained through the administration of an evaluation grid that addresses the questions we have already mentioned. The interviews are carried out with the project's young people (preferably outside the middle of the workshop) and with the partners involved in the project (chamber of trades, social centres, implementing partners) also in charge of the project, accompanying young people to professional integration. The actual awarding of the certifications is done once the youths have finalized the learning period and all the information relating to the final evaluation of the MAFs has been processed.

6. Resources and skills needed to carry out the good practice

The first is to have human resources capable and prepared for daily monitoring of the work conducted by the MAFs, and human resources with skills to develop the questionnaires and administer them. In this second case, it is necessary to have investigators who can be internal or external to the project according to the means made available. In the case of internal investigators, a rotation should be organised at the territorial level, so that the surveyors administer the questionnaire in an area where they did not do the daily monitoring work during the life of the project. This aims to facilitate the final evaluation while ensuring an improved level of objectivity.

7. Sustainability of the Good Practice

The main element to ensure the continuation of the good practice is the realisation of the certification with a strong partnership with the chambers of trades. These institutional actors who are permanently on the ground are effective stakeholders in the certification (validation of forms, support of investigations, signing of certificates). Moreover, by observing the effects of this practice (the quality of the accompaniment of the apprentices improves, provisions on safety are taken, other MAF can be motivated to participate and therefore to join the room, etc.) chambers of trades can take ownership of this approach to act in the same way against other MAF in their territories. Finally, certification itself is an action that aims to sustain long-term project approaches. Indeed, it can animate that MAFs take after the project provisions to respect the rights of young people because they know them better and they / they know that other actors also highlight the protection of these young people.



8. Links to Other Resources

More general information about the project can be found on <https://cotedivoire.savethechildren.net/resources>

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

In terms of timing, even if the partnership work started early enough, it would have been necessary to involve the chambers of trades before it had done so. Given that the project had planned a market study with a mapping of training and learning structures, we expected to have the results of this study to collaborate closely with the chambers of trades. Nevertheless, this type of structure should always play a key role independently of the mappings made.