

for them to buy materials they use during their training. Moreover, in specific cases the transportation costs are also covered. It was determined that youth that are unable to cover these costs tend to drop out of the training process.

### Technical Professional Majors

Among the diversity of options, OSY have opted for:

#### Food Area

- Bread baking
- Initial baking
- Professional baking
- Kitchen assistant
- Chef

#### Clothing Manufacturing Area:

- Artisanal clothing manufacturing
- Industrial clothing manufacturing
- Fashion design
- Machine embroidery
- Screen printing

#### Service Area:

- House Electricity
- Industrial Electricity
- Auto Mechanics 1
- Professional Mechanics
- Beauty therapist
- Professional Hairdresser
- Barbering
- Voluntary Promoter in Health and Nutrition



### Coverage

The project serves youth from:

#### San Marcos:

Concepción Tutuapa

#### Quiché:

San Pedro Jocopilas

#### Quetzaltenango:

San Juan Ostuncalco y Concepción Chiquirichapa

#### Totonicapán:

Momostenango, Santa Lucía la Reforma, Santa María Chiquimula, San Bartolo Aguas Calientes y Totonicapán.

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## Implementation of Workforce Training Programs for Out-of-School Youth (OSY) in Guatemala's Western Highlands

From November 2015 to November 2017

## ABOUT US

The Foundation for Integrated Socio-Economic Development Programs (FUNDAP, Acronym in Spanish) is a private nonprofit Guatemalan organization that promotes the development of low-income individuals, specifically in the rural area of the west and southwest of the country. Supports innovative projects that ensure a consistent improvement in the quality of life, within a framework of sustainable development and respect towards human dignity, culture, and traditions. FUNDAP was established in 1981 and currently offers programs on education, health, artisan crafts, agriculture and livestock, environmental forestry, and microcredit.

## PROJECT DESCRIPTION

As of November 2015, FUNDAP is executing the sub-grant "Implementation of Workforce Training Programs for Out-of-School Youth in Guatemala's Western Highlands", which is funded by USAID Lifelong Learning Project. The aim is to "develop workforce training programs, closely linked to economic growth in the region and the country, that guarantee Out-of-School Youth between 15 and 24 years old the acquisition of workforce competencies." Consistent with FUNDAP's mission, under this sub-grant youth have access to training programs that contribute to their integral development.



## HOW IS IT IMPLEMENTED?

The workforce training program was established to serve different segments of the population, as well as their needs. This program falls within the scope of "development of skills for employability" which facilitates the generation of a decent income for all. This line of action has been adjusted to the conditions and needs of OSY and has the following components:

### Training Opportunity Awareness

It is considered essential that youth (women and men) be familiar with the productivity opportunities and of income-generation that are eligible in their municipality or region, to make an informed decision about the technical occupational training they want to attend. This process known as "training opportunity awareness" has a duration of 16 hours and the technical team of FUNDAP is responsible for visiting the communities and informing youth. As of March 2017, the number of youth reached was of 1,016.

### Business Development Centers (CEDES)

The CEDES (Acronym in Spanish) are mobile training units directly implemented in rural or semi-urban communities for a period of six months. Training is provided in the areas of food, clothing manufacturing and services. The initial level is completed after 200 hours. The technical training is complemented with key topics: functional literacy, numeracy, financial literacy, and entrepreneurship. For its functioning, strategic alliances are established with the municipality or local authorities, who provide the physical facilities to carry out the project. As of March 2017, 537 youth were served (85% women).



## Technical Centers

These are centers that promote the employability and productivity of people. The core training provided covers business, humanities, and technical areas. The centers hold training workshops in the areas of food production, clothing manufacturing and services, and are located in Quetzaltenango, San Marcos, and Quiché. This program is completed after two years (400 hours in each one) and includes internships in companies of the region. The technical training is complemented with key topics: functional



literacy, numeracy, financial literacy, and entrepreneurship. As of March 2017, the number of attending youth was 180 (65% women).

Under the Intensive Training methodology, 22 youth who attended an intensive course for 12 days (96 hours) were trained in baking.

### Voluntary Promoter in Health and Nutrition

This is a systematic course by which youth are trained to prevent and timely identify diseases in rural communities; its emphasis is in maternal and child population. The training is integral and fosters a spirit of service to the community. It has a duration of 140 hours and it is carried out in the communities. As of March 2017, 95 youth were served (87% women).

### Reducing access barriers to technical occupational training

Within the sub-grant framework, it was established jointly with the USAID Lifelong Learning Project a mechanism to reduce access barriers to technical occupational training, providing monetary resources to youth,