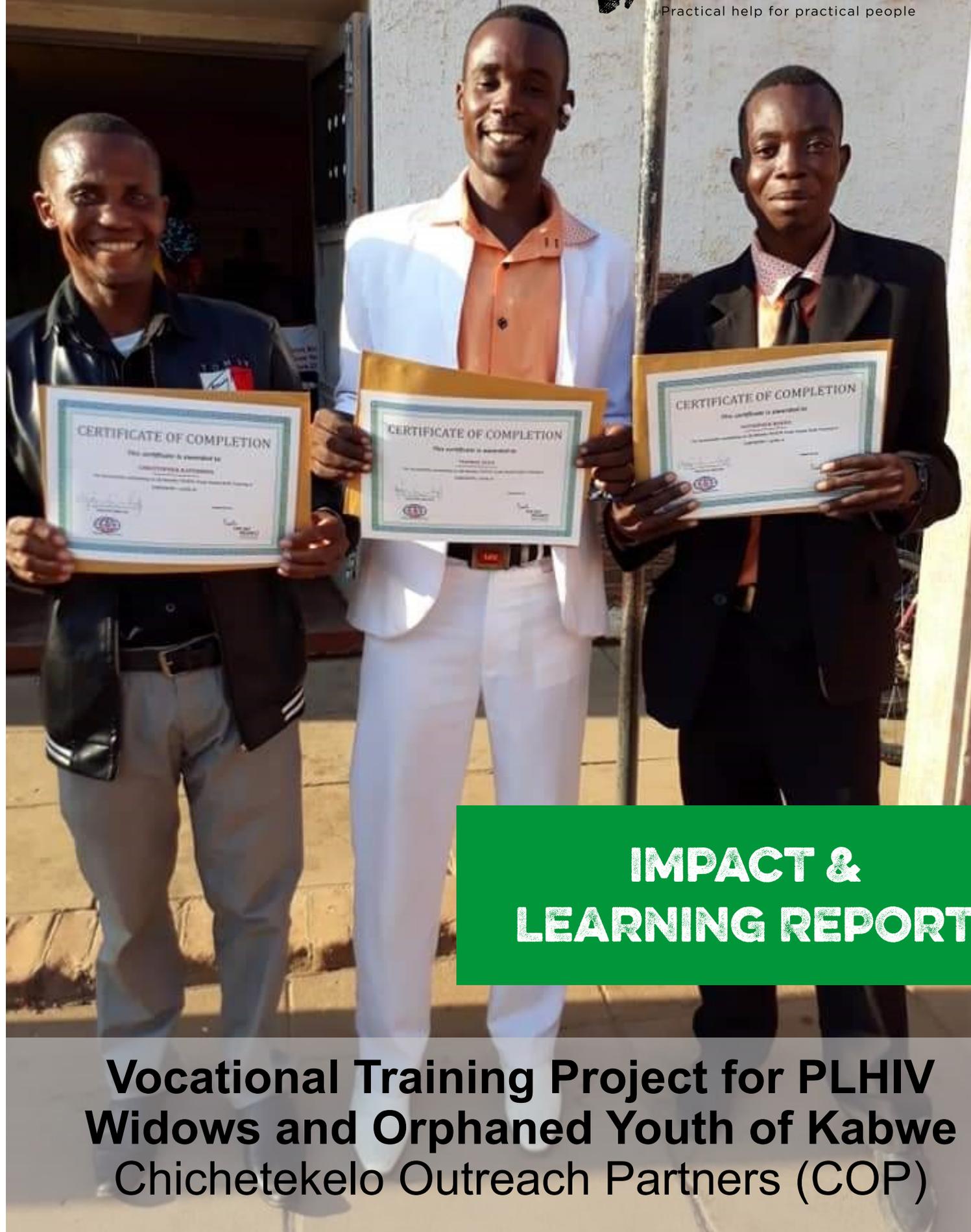




**TOOLS FOR  
SELF RELIANCE**

Practical help for practical people



**IMPACT &  
LEARNING REPORT**

**Vocational Training Project for PLHIV  
Widows and Orphaned Youth of Kabwe  
Chichetekelo Outreach Partners (COP)**

# Vocational Training Project for PLHIV Widows and Orphaned Youth of Kabwe Delivered by Chichetekelo Outreach Partners (COP)

Kabwe has suffered in recent years from closures of mines and major manufacturing businesses creating very little formal employment opportunities. Kabwe also suffers from a lack of support from major NGOs and adequate social services. COP as an organisation have a background of working with people living with HIV (PLHIV).

PLHIVs now living longer through accessing treatment are and returning to the workforce en masse. COP recognized the need to provide more substantial skills based training and has moved away from previous income generating activities for PLHIV that focused on cottage and craft industries like bead work and basket weaving.

This training has focused on building employable and practical skills which will demonstrate the potential of the HIV positive community to contribute to societal health and economic well being.

The aim of the project was to provide people with skills and knowledge to enable them to secure formal employment or set up their own businesses.



Kabwe District located in the Central Province of Zambia

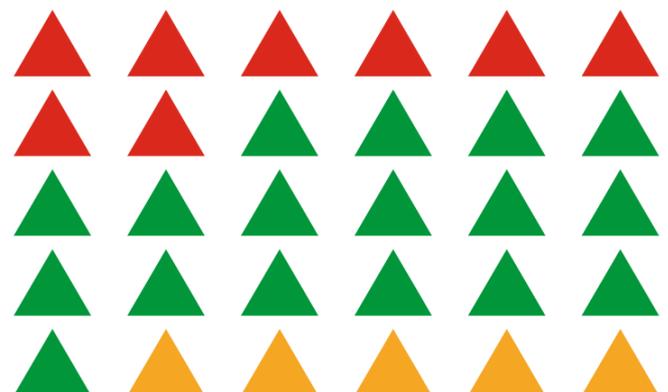
**Project duration June 2017 – May 2018    Project evaluation October 2018**

## PARTICIPATION

The project worked with 27 vulnerable young people (10 women, 17 men), providing training in welding and fabrication, bricklaying and plastering, carpentry and tailoring and design through centre based theory and on the job training.

Equipping young people with business skills relevant to real life situations in order to make them confident and prepare them for the labour market or start up their own enterprises was an integral part of the project.

### Trainees employment status before training



**82% of trainees felt that the training was very good, and 18% good**



**8 trainees were unemployed  
17 of participants were self employed  
5 were in formal employment.**

# OUTCOMES

The livelihood training delivered in the project has resulted in an increase in the level of employable skills held by the participants and their ability to secure meaningful employment.

10 months after graduating almost  
**8 OUT OF 10**  
graduates are  
**EMPLOYED**



On average, graduates who are employed are **EARNING 2.5 TIMES MORE** compared to before the training



32% of graduates are buying more tools

85% are providing their household with food and soap



## STORIES OF CHANGE



*“The programme has made me more confident and I now have skills that can give me a job”.*

Anastazia, tailoring graduate

*“I have enjoyed my training because I want to become self reliant and get settled in my life.”*

Potipher, carpentry graduate

*“I now know welding, it has changed my life and my behaviours, I now have a title”*

Fenius, metal fabrication graduate



# LEARNING

## Employment opportunities in Kabwe

There is a lack of employment opportunities in Kabwe. Many participants have chosen to do extended internships in Kabwe. Equally, out of the 27 participants, 8 have sought employment out of Kabwe due to the lack of employment opportunities.



## Post-project support and mentoring

COP recognises the challenges that graduates face on completion in setting up businesses and gaining employment. With this, COP have made a commitment to mentor graduates more closely, providing support to help them get started and market their skills and abilities. COP have been proactive in managing this process with this cohort of graduates. For example, identifying that one of the tailoring businesses that have set up in a house in a township need help with marketing, including signage and going to churches and schools to acquire uniform contracts.

**“CAME HERE EMPTY AND I HAVE LEFT  
CARRYING SOMETHING.  
THE TRAINING HAS HELPED OUR LIVES WHICH WILL  
NEVER BE THE SAME”**

Thomas, Carpentry graduate

# CHALLENGES

## Resources and materials

COP reported that materials for training purposes ran out towards the end of the training period due to budgetary constraints and exchange rates, which highlights the need to sensitise donors on the value of embedding contingency in budget proposals in a fluctuating economy.

## Practical training schedule

It was felt that a longer period was needed for the practical components of the project, instead of 5 half days a week to complete the training.



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