

# BUILDING COLLABORATIVE APPRENTICESHIP STRUCTURES

Insights from the Brilliant Manpower Training Center (BMTc)

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**Dakchyata: TVET Practical Partnership project, funded by the EU and delivered by the British Council, is working to help establish new skills development models across the tourism, construction, and agriculture sectors as part of efforts to give new recruits the entry level skills demanded by employers.**

To develop models to improve the labour market responsiveness of Nepal's TVET system, Dakchyata is supporting a series of ten Practical Partnerships Pilots which were launched in March 2020 to encourage closer relationships between public and private sector actors; test and capture TVET methodologies across the agriculture and food production, construction, and tourism sectors; improve TVET students' access to technical and soft skillsets and embed shared sectoral intelligence, learning, and innovation about what works in TVET.

This Grantee Interview Series captures the insights and experiences from the ten PPP grantees. In this edition, Dakchyata spoke to Karuna Nidhi Gyawali, project team leader, of the Brilliant Manpower Training Center (BMTc) Partnership Pilot Project. The interview focuses on how BMTc has built an Apprenticeship and Employment Coordination Committee (AECC) to strengthen their apprenticeship-based model.

## What is BMTc aiming to achieve through the Practical Partnership Pilot?

*"The Skilling Tourism Sector for Sustainable Employment Project is enhancing the employability of young people by training them in innovative apprenticeships which better respond to the changing needs of the tourism sector."*

## Why has it been important for BMTc to implement an apprenticeship-based approach?

*"In our experience, when we conducted traditional theoretical trainings, we faced a lot of issues related to dropouts. But in the apprenticeship-based model, trainee retention rate is good because they learn theory and practical together*

*and are attracted by our 'job placement' offer. In addition, trainees have access to career counselling before training which helps students to understand more about their selected occupation so that they can make informed decision about enrolling on the training.*

*"Trainees attend theory classes and go to various hotels to work as trainees where they get to implement their theory. This model not only makes their learning more fruitful but also links them with employers- increasing their chances of finding a job later. It also gives trainees exposure to the work culture making them informed about many things related to the job. This model develops the skills of job seekers and capacitates the hospitality sector with skilled workers."*

## The Apprenticeship and Employment Coordination Committee has been a key part of your model. What is its role?

"To enhance the effectiveness of our model, we formed the Apprenticeship and Employment coordination committee (AECC). It comprises of five members: a local ward representative, representatives from the local Pokhara branches of the Restaurant and Bar Association Nepal (REBAN) and Hotel Association Nepal (HAN), employers, and BMTC. This committee has supported us to maximize the potential of the apprenticeship model by facilitating our engagement with stakeholders."

## What is the benefit of creating a structure, like the AECC, which brings together different stakeholders to support an apprenticeship-based model?

"The committee has been instrumental in helping us to link our students with employers. We have successfully placed all our students in reputed hotels and restaurants which has been possible because of our engagement with employers through the AECC. At this stage, we are confident that 90% of our students will have jobs on completion of their training."

"Further, it was through this committee that we were able to get approvals from government bodies to run our training programs. Our training sites were in lockdown because of COVID-19 and our project activities were severely hampered. We discussed these challenges with the committee members and the representative of HAN and other key employers took this matter to the local authorities and secured approvals for the training."

## How has the AECC developed over time?

"Initially these meetings were initiated by us and would be held in our office itself but gradually HAN has expressed their interest in conducting these meeting in their own office. Further, HAN has committed to continuing the existence of this committee as it has also been beneficial for them to support the development of a skilled workforce for the tourism sector."

## How have you collaborated and worked with other project stakeholders?

"We conducted an interaction program with employers to reflect on the importance of recruiting skilled people in the tourism business. We want to promote employers to focus on recruiting skilled workers as it will improve the quality of the sector and will also, motivate young people to access training and apprenticeships that given them the right skills for work. Again, AECC was the platform we used to reach out to employers for the interaction program."

"Generally, the apprenticeship-based model has required us to engage with wide range of employers which has increased our capacity to link our students with employers for work."

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