

BarCamp 3: engaging informal companies in dual VET

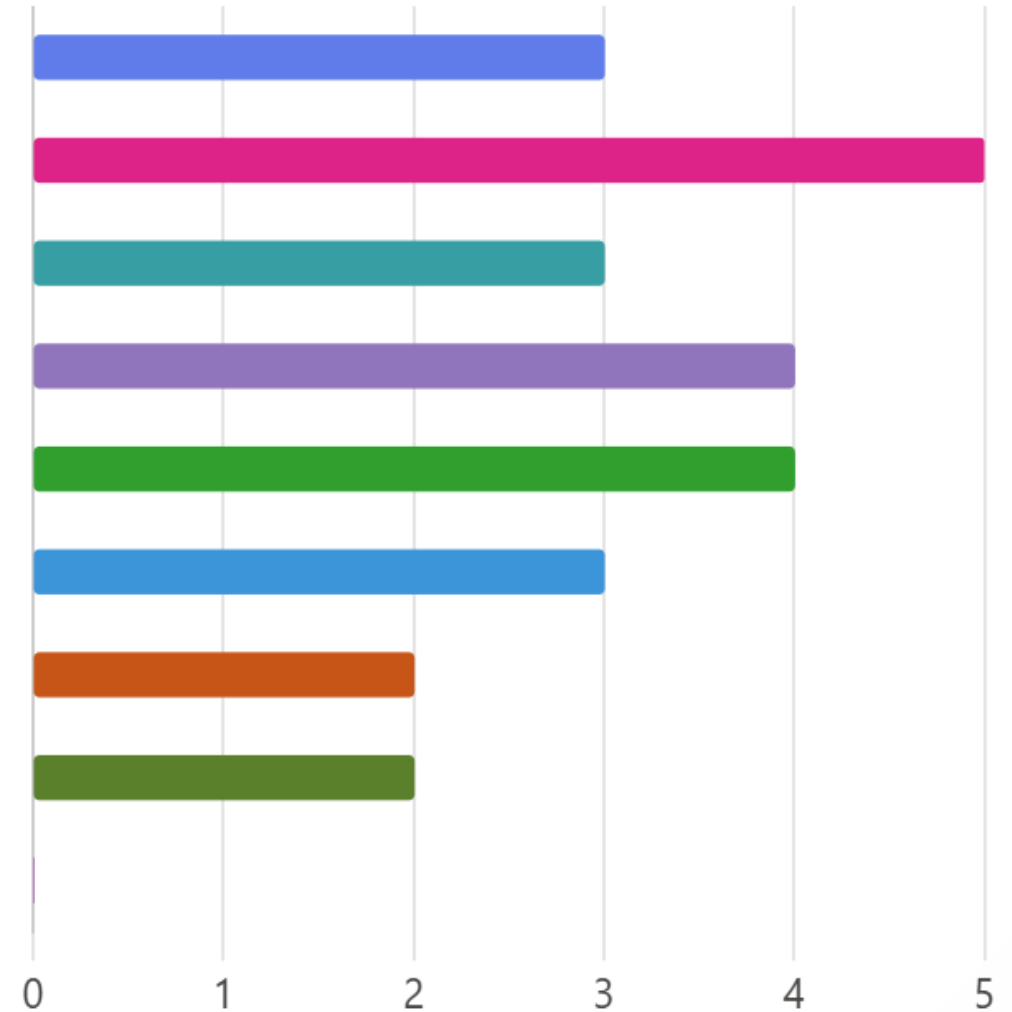
Assessment of the pre BarCamp survey

1st July 2025



Non-Financial Incentives for MSME Engagement

- Public recognition or awards (e.g., certificates, local media mentions) 3
- Access to free or subsidized training for in-company trainers 5
- Access to networks or partnerships with formal sector actors 3
- Support with training materials or curricula 4
- Technical assistance or mentoring support 4
- Opportunities to influence local training content or standards 3
- Peer learning and exchange events 2
- Prestige or community respect associated with being a training provider 2
- Other 0



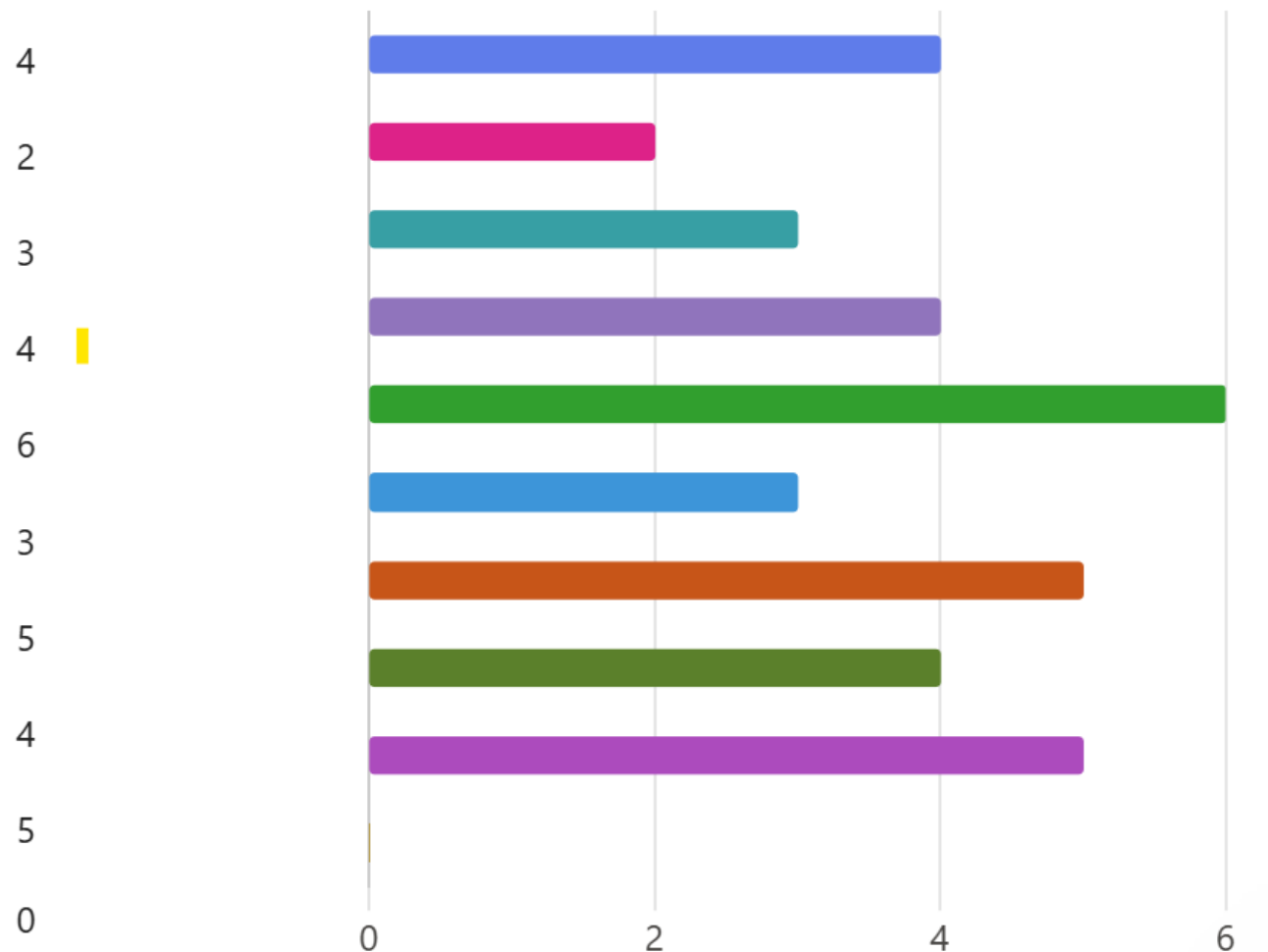
Making informal TVET work

- Provide coaching through locally trusted organisations
- Strict monitoring of training and internship activities
- Funding training for the manager of MSME, reinforce them with materials and equipment's , so the apprentice can have places for apprenticeships
- Pair apprentices with experienced craftperson or shop owner who can provide on the job training
- Create basis schedules or skills checklists without add admin burden for MSMEs
- Relevance: focus on skills directly applicable in day to day business
- Training directly on the workplace
- Train master instructors through short courses
- Close communication among all stakeholders



Improving Working conditions

- Developing written agreements or informal contracts to clarify roles and expectations
- Providing basic occupational safety and health (OSH) training for both masters and...
- Engaging local associations or cooperatives to promote better practices
- Offering master craftsman training on decent work principles
- Linking apprenticeships to formal certification or recognition systems
- Conducting regular monitoring and feedback visits by community facilitators
- Raising awareness among apprentices about their rights and responsibilities
- Collaborating with local authorities to support better enforcement of decent work...
- Setting and promoting clear minimum standards for apprenticeships
- Other



Strengthening MSMEs and Cooperatives

- ❑ Simple and easy checklists
- ❑ Company tutors are critical, but they also need to be well trained through short and practical sessions
- ❑ Projects promote partnerships between TVET schools and MSMEs
- ❑ Show how better training = better productivity, fewer mistakes, or more customers
- ❑ Involve apprentices in improving the system
- ❑ Support MSMEs in recognizing and addressing gender or social inclusion in who gets trained and how.
- ❑ Support MSMEs to develop viable business plan
- ❑ Project to fulfil a supportive role rather controlling

Role of local support organizations

- Local NGO – Community outreach and awareness raising 2
- Local NGO – Facilitating apprenticeship placements 2
- Local NGO – Providing training or mentoring to MSMEs 4
- Cooperative – Coordinating training among member businesses 3
- Cooperative – Representing MSME interests in policy dialogues 2
- Chamber of Commerce – Offering recognition or incentives to participating MSMEs 4
- Employer or trade association – Organizing peer learning and exchange platforms 4
- Faith-based organization – Mobilizing community trust and engagement 0
- Youth organization – Preparing and matching apprentices with MSMEs 2
- Other 1

