



RCI Annual Conference, 17-19 May 2011, Budapest

Workforce Development

FIRMA's Approach

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FIRMA supports the



FIRMA Objectives



Resources: 5 years, \$20 mm, \$3mm grants

Purpose: “Capacity to cope with EU competitive pressure”


Project Goals:

1. Substantially expand business results for SMEs covering **40%** of the output in wood processing, tourism and metal processing sectors:

Cumulative Growth over 5 Years		
Sales	Jobs	Finance
50%	35%	40%

2. Substantially advance cross-cutting goals:
 - EU Alignment
 - Gender / Inclusion
 - Workforce Development

FIRMA Action Plans Organization

Competitiveness Area	Components	
1. Product & Productivity	<ul style="list-style-type: none"> - Design & Product Development - Quality Management & Certification - Inputs to Production - Technology & Productivity 	
2. Connection to Markets	<ul style="list-style-type: none"> - Branding & Promotion - Marketing & Sales 	
3. Access to Finance	<ul style="list-style-type: none"> - Financial Sources & Products - Financial Management 	
4. Workforce Development	<ul style="list-style-type: none"> - Workforce Skills Needs - Workforce Development Institutions 	
5. Business Environment	<ul style="list-style-type: none"> - Governance & regulation - Development policy 	

Non-formal Education and Training

Core Principals

- Demand driven: *baseline survey, RFA*
- Working with local training providers or consultants (for in-house training)
- Finding partners – Employment Bureau, other donors, local government
- Company participation in costs

Formal Education

Approach: **Establishing Vocational Educational Training Councils (VET)**

Council includes: companies, schools, municipalities, local development agencies

Main tasks are to:

- To amend 30% of the curriculum,
- To develop enrollment policy
- To improve practical classes

FIRMA facilitates the process, the Council develops and implements the action plan