



## Livelihoods and Food Security Fund



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# [Pre COVID-19] Labour Market Assessment Findings

'VESI' & 'SHE' Programmes



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# Study Methodology

‘VESI’ & ‘SHE’ Programmes



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# Objectives

Labour Market Assessment for  
*'Vocational Education to  
Support IDPs and Host  
Communities (VESI)'*,

Oct – Nov 2019

Labour Market Mapping for  
*'See, Hear, Empower (SHE):  
Supporting Inclusive and  
Transformative Livelihoods for  
IDP and Host Communities in  
Kachin'*,

Dec 2019 – Feb 2020

- Assess labour market situation and business opportunities for youth IDPs, women and PWD;
- Identify major constraints facing job-seekers and potential entrepreneurs from Host Communities and IDP Camp HH;
- Mapping of TVET/TNFE service providers and business opportunities/linkages (SHE);
- Practical recommendations for demand based TVET and TNFE/market oriented opportunities, through GTHS and other partners.



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# Methodology

- 1) **Desk review** on labor market and economy in Kachin, Northern Shan and Central Myanmar;
- 2) **Qualitative field study:** FDGs across camps and HC with youth IDPs, PWD, camp committees & parents; KIIs with key stakeholders across priority industries, businesses & industry representatives, TVET/TNFE service providers, NGO/CSOs & govt.

## Focus Groups Discussions:

### VESI

- **Total 24 FDGs:** 85 youth (46% F), 41 PWD (49% F), and 14 Camp Committee members across all camps.
- Coverage areas: Myitkyina, Waingmaw (GCA & NGCA), Bhamo, Momauk, Lashio & Hensi

### SHE

- **Total 20 FGDs:** 68 youth (56% F), 38 PWD (45% F), and 13 Camp Committee members across IDP camps and Host Communities.
- Coverage areas: Waingmaw, Bhamo, Chipwe, Mansi & Momauk.



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# Methodology

## Key Informant interviews:

### VESI

- **Total 71 KII** with EAOs (2), UMFCCL (2), faith-based groups (3), GOVT/VET (7), INGO/NGOs (10), political parties (2), private sector (35), PWD orgs (4) and training school/centres (6);
  - To better understand skills, experience and needs of labour supply;
  - To map out labour demands;
- Stakeholders from Myitkyina, Laiza (NGCA), Bhamo, Lashio, Yangon & Mandalay.

### SHE

- **Total 105 KII** with businesses/employers (56), TVET providers (11), TNFE/skill centers (19), NGO/CSO (14) & govt orgs (5).
  - To guide selection of priority sectors, identify labour demands, gaps and opportunities for youth;
  - Mapping of all TVET/TNFE service providers;
  - Mapping of private sector/business opportunities w prospective employers;
- Stakeholders from Myitkyina, Bhamo, Mansi, Momauk, Muse, Lashio, Mandalay & Yangon.



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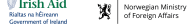
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# Selection of Priority Sectors/skills

## ‘VESI’ & ‘SHE’ Programmes



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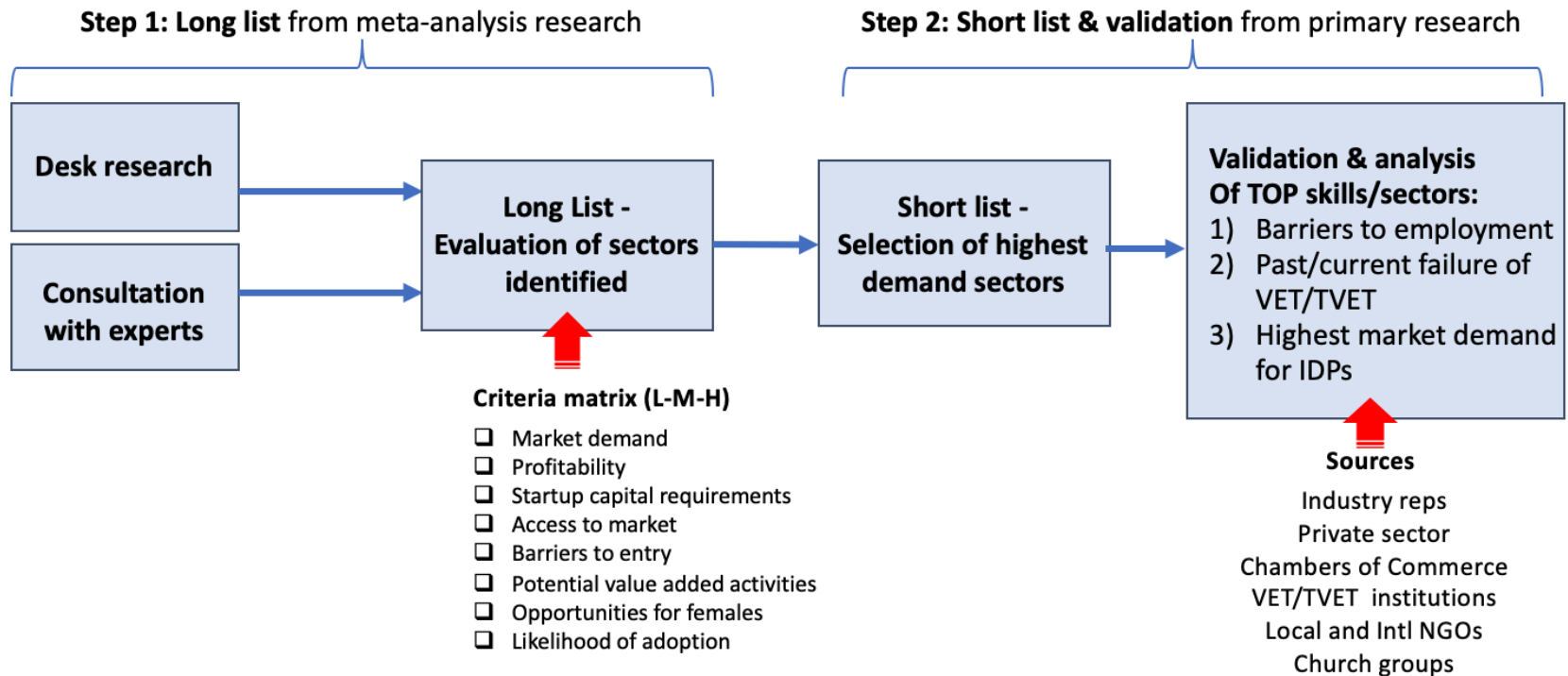
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# Identification of priority sectors





# Step 1 - Long listing of sectors

Sector/Trade	Market Demand	Potential Market Growth	Market Access	Value added potential	Reg. income	Profitability	Female opp.	Capital needed	Barriers to entry	Tech skills	Adoption likelihood	Overall Rating
Accessories (tailoring)	M	H	M	H	L	L	H	M	L	L	M	M/H
Agriculture (own farming)	L	L	M	H	M	L	H	H	L	L	H	L
Agriculture (wage-labour)	H	M	M	N/A	M	L	H	L	L	L	H	L
Construction (welding, steel)	H	H	H	NA	H	M	L	L	L	M	H	H
Electronics/ Air con repair	H	H	M	N/A	M	M	L	M	L	L	M	M
F&B	M	M	M	NA	H	M	H	L	M	M	M	M
Fuel/gas station	M	M	L	N/A	H	M	H	L	H	L	M	L
General Trading/ sales	L	M	L	N/A	M	L	H	L	L	L	L	L
Hair dressings	M	M	L	N/A	M	M	H	H	H	H	H	M
Handicrafts	M	H	M	H	M	L	H	M	L	L	M	M/H
Healthcare Services	M	L	L	NA	N	L	H	L	M	H	M	M/L
Hotel Service	H	H	M	NA	H	M	H	L	L	M	M	M/H
Livestock raising	M	L	M	L	L	M	H	M	L	L	H	M
Local food production	M	M	M	M	L	M	H	M	M	L	H	L
Mining/ Illegal extracting of woods	L	L	L	N/A	L	H	L	L	L	L	H	L
Motorbike Repairs	M	M	M	NA	M	M	L	M	L	M	H	M
Staffs (retail shops)	M	M	L	L	H	M	H	L	H	L	L	L
Sewing/ Tailoring	H	M	H	H	H	M	H	M	L	L	H	M/H
Weaving (Machine/ Hand)	H	M	H	H	M	M	H	M	L	L	H	M/H
Workshop/ Mechanics	L	M	L	N/A	M	M	N/A	N/A	M	H	L	L



# Step 2 - Short listing of priority sectors

Sector/Skill	Type	Market Demand	Potential Market Growth	Market Access	Value added potential	Reg. income	Profitability	Female opp.	Capital needed	Barriers to entry	Tech skills	Adoption likelihood	Overall Rating
Construction	TVET	H	H	H	NA	H	M	L	L	L	M	H	H
Garment	TVET	H	H	H	M	H	M	H	L	L	M	H	H
Hotel	TVET	H	H	M	NA	H	M	H	L	L	M	M	M/H
F&B	TVET	M	M	M	NA	H	M	H	L	M	M	M	M
Healthcare	TVET	M	L	L	NA	N	L	H	L	M	H	M	M/L
Sewing	TNFE	H	M	H	H	H	M	H	M	L	L	H	M/H
Garment	TNFE	H	M	H	H	H	M	H	M	L	L	H	M/H
Weaving	TNFE	H	M	H	H	M	M	H	M	L	L	H	M/H
Accessories	TNFE	M	H	M	H	L	L	H	M	L	L	M	M/H
Handicraft	TNFE	M	H	M	H	M	L	H	M	L	L	M	M/H
Motorbike	TNFE	M	M	M	NA	M	M	L	M	L	M	H	M





# Step 2 – Validation sources via KII

VESI

Representative type	Myitkyina	Laiza	Bhamo	Lashio	Yangon	Mandalay	Total
EAOs		2					2
UMFCCI	1			1			2
Faith-based group	3						3
GOVT / VET	2		3			2	7
INGO				4	1		5
NGO	4		1				5
Nurse Aid, Pharmacy School	1						1
Political Party	1		1				2
Private Sector	20		9	3		3	35
PWD org	2		1		1		4
Training School	2		3				5
	36	2	18	8	2	5	71

SHE

Sector	Description	Respondents
Chambers of Commerce	South Shan Chamber, Kachin State Chamber	2
Business Associations	Hotel, Construction, Industry Zone,	4
Political Parties	Youth members of Kachin People's Party/ business owners	1
Construction Companies	Construction companies in Myitkyina, Lashio, Muse, Mandalay, Bhamo	17
Sewing/Weaving Businesses	Business owners from Myitkyina, Bhamo, and other locations	9
Hospital/Pharmacy Businesses	Business owners from Myitkyina, Bhamo	2
Hotels	Business owners from Myitkyina, Bhamo	7
Job Agencies	Job recruiting agency in Myitkyina, Lashio, MUSE	3
Small Businesses	Business owner from all locations	17
TNFE Service Providers	Training centres run by Gov, NGOs, privates	18
TVET Service Providers	GTHs, GTI, MoLIP,	11
NGO/CSOs	International and local NGOs/CSOs	14
Total		105



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# Labour Market Demands

## Key Findings for 'VESI' & 'SHE' Programmes



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# Kachin State economic context

- Kachin is the 2<sup>nd</sup> largest by area with a population about 1.7 million; only **36% of the population lives in urban areas.**
- History of armed conflict dates back to 1960s;
- Breakdown of a 17-year ceasefire (2011) led to conflicts and multiple waves of displacement.
- Estimated **106,305 IDPs remain in GCA and NGCA.**
- Major destination for **internal migrant workers** (over 200,000, (2014 census)).
- Tissue culture banana plantation (Waingmaw, Bhamo) and mining areas (Hpakant, Tanai) prime destinations for internal migrant workers;
- Other areas such as construction and weaving are attractive sectors for migrants.







# Kachin State economic context

- Kachin is **rich in natural resources** including jade, gold, amber, others;
- However, **64% of people living outside cities derive income from agriculture**;
- Tissue culture banana plantations attract around 54,000 – 60,000 workers;
- Other major sectors: **Construction, tourism, services, trading, beauty, workshops.**
- Prominent value-added industries in urban areas: Gems and jewelry, handicrafts, food products, traditional clothing, weaving and textiles.
- China's relation to Myanmar in the context of BRI and CMEC explore public investment from Chinese business (agri business, hydro power, mining);
- Approval of Kanpiketi Business Park- 70 acres in the border town;
- Signed MOU - US\$ 400 million in the MEDZ located 25 km from Myitkyina (500 factories);
- Transparency over land-grab issues for new Chinese-led projects.



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# Overall skills & sectors in demand

## ***TVET sectors:***

- Construction
  - Electrician, Mason, Welding, Plumbing, Car driving, Machine Driving (high demand)
  - Carpentry, Painting, Bar banding, Interior Decoration (medium Demand)
- Garment – Sewing & Weaving
- Hospitality (Hotel), Food & Beverage
  - Front Office, Housekeeping (high demand)
- Healthcare/Hospital
  - Nurse Aid (high demand)
  - Pharmacy (medium demand)

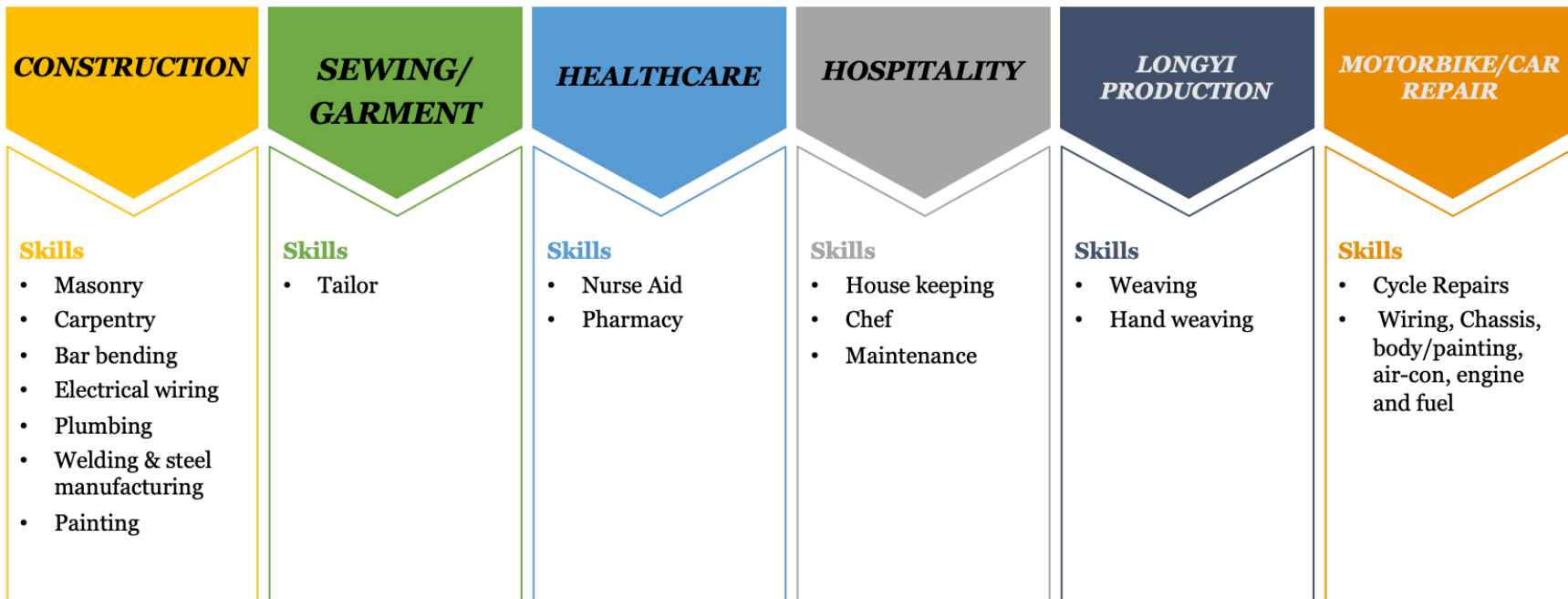
## ***TNFE & Small Business (self-employment) Opportunities:***

- Garment & accessories production
- Handicrafts production (bamboo)
- Dried food production (quince and other seasonal fruits)
- Motorbike & mobile repair service
- Small construction contract group
- Mobile cleaning service



# Labour market demands

## Myitkyina & Waingmaw





# Labour market demands

## Bhamo

CONSTRUCTION	SEWING/ GARMENT	FEMALE DRESS ACCESSORY	HOUSEHOLD ITEMS	MOTORBIKE & CAR REPAIR
<b>Skills</b> <ul style="list-style-type: none"><li>• Carpentry</li><li>• Welding</li><li>• Masonry</li><li>• Interior Design</li><li>• Concrete Shuttering</li></ul>	<b>Skills</b> <ul style="list-style-type: none"><li>• Tailor (women dress)</li><li>• School uniform (private school, government offices, kindergarten)</li></ul>	<b>Skills</b> <ul style="list-style-type: none"><li>• Button making</li><li>• Shan button</li><li>• Flowers</li></ul>	<b>Skills</b> <ul style="list-style-type: none"><li>• Pillow cover</li><li>• Bed sheets</li></ul>	<b>skills</b> <ul style="list-style-type: none"><li>• Cycle Repairs</li><li>• Wiring, Chassis, body/painting, air-con, engine and fuel</li></ul>





# Labour market demands

*NGCA (Myitkyina & Laiza)*

## SCHOOL UNIFORMS

### Skills

Making uniform-shirt for male and female @ school in NGCA

## WEAVING

### Skills

- Machine weaving school uniform

## AGRI FARM MACHINE REPAIR

### Skills

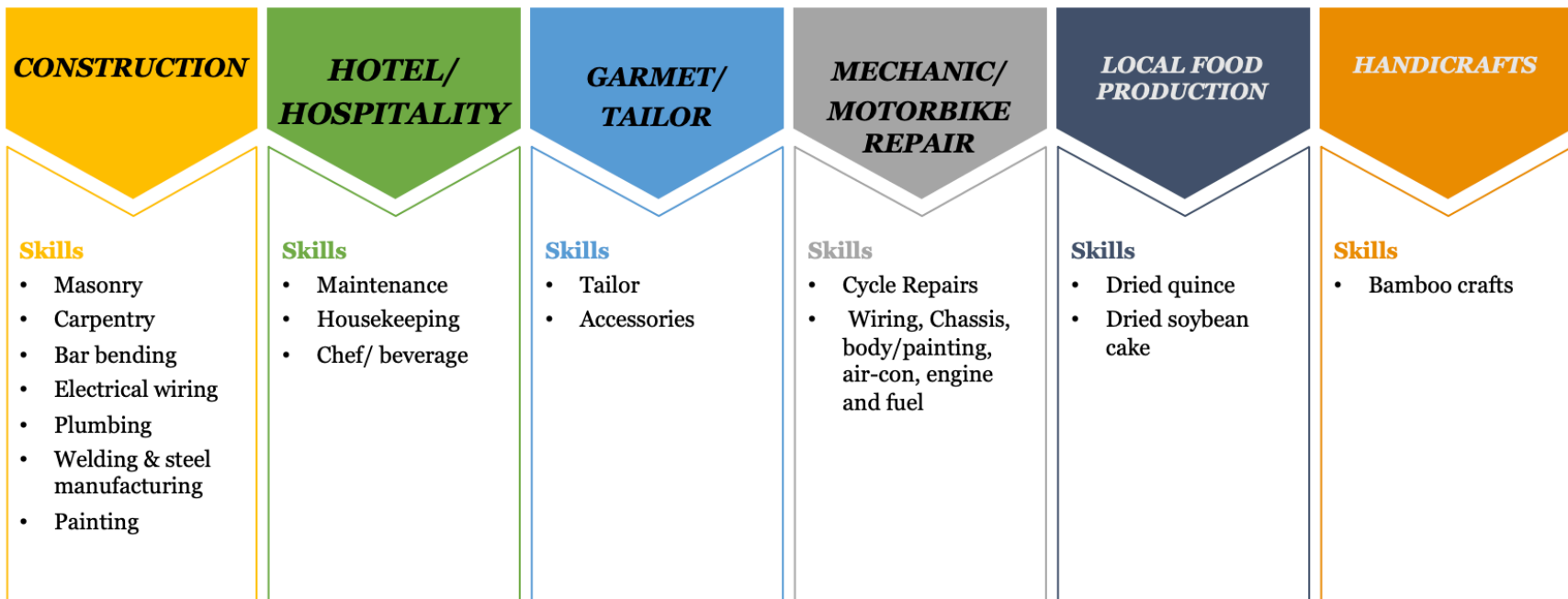
- Repair farm machine (hand tractor Chinese made)





# Labour market demands

*Lashio & Muse*



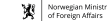
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# Private Sector Review & Job Opportunities

Key findings from 'SHE' LMM



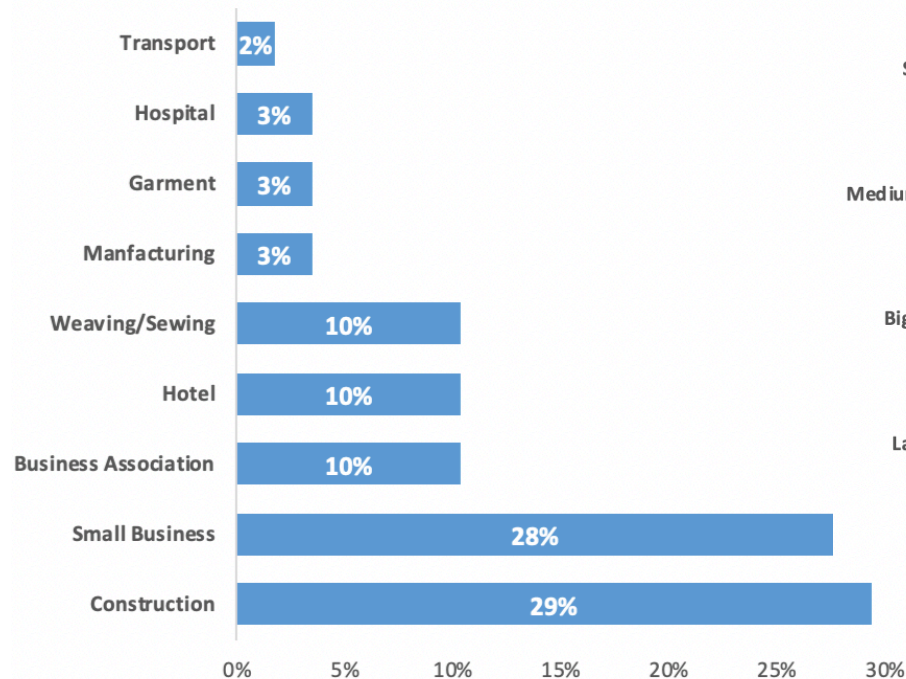




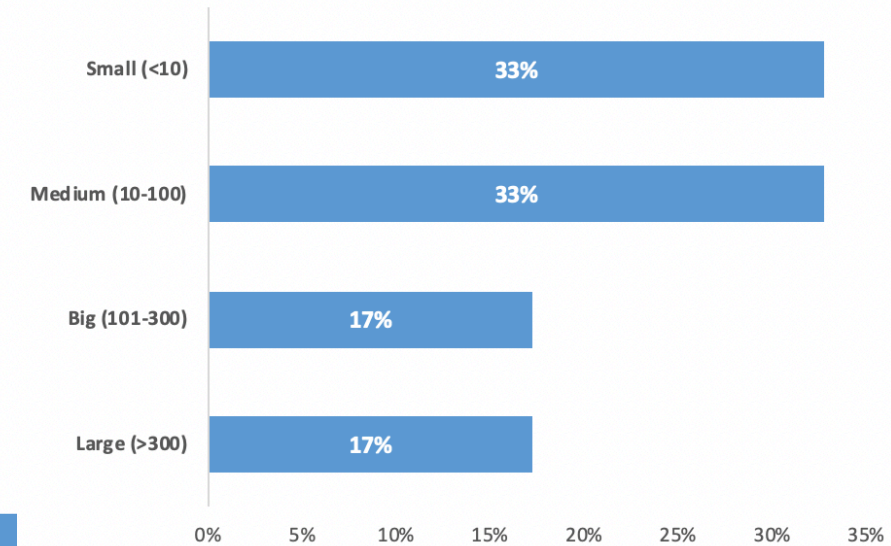
# Private sector/business review

**58 businesses surveyed** from Myitkyina (60%), Mandalay (19%), Muse (14%) & Lashio (7%);  
Total workforce approx. 26,000+ (80-19% youth)

Business sectors represented



Size of workforce

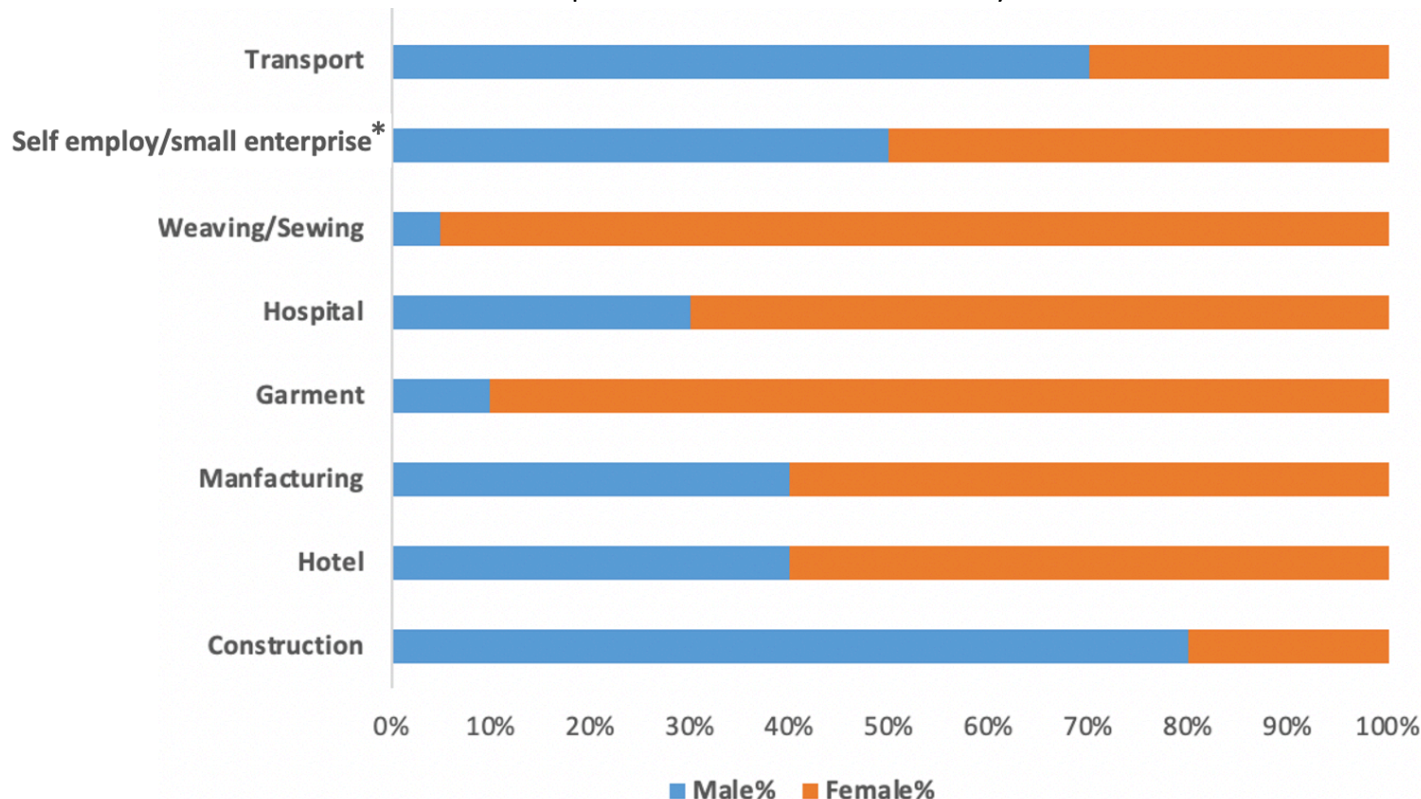






# Private sector/business review

Gender Composition of workforce by sector



*\*Self employ/small enterprise includes motorbike repair, handicrafts, beauty salon*



# Private sector/business review

- 90% of employers prioritize workers' attitude and soft skills in hiring;
  - technical skills can be taught on the job, whereas key soft skills for success cannot, or not as easily.
- Workers with relevant soft skills will have greater potential to move to the next level;
- Top recommended soft skills: Work ethic, communication, direction, honesty and dedication.



# Private sector/business review

- Potential **1,768 entry level jobs** for low to medium skilled workers in partnership over the 3 year project (at time of study);
  - 84% of employers interested in collaboration to provide decent work for beneficiaries and for businesses to benefit from a newly trained skilled workforce;
  - 31% of surveyed employers are not interested in providing internships or apprenticeship but would rather hire the staff outright;
  - 31% interested to provide one to three-month long internship programs;
  - 22% of businesses are willing to provide internships followed by job placement.
  - 25% of businesses willing to offer apprenticeship and/or jobs to PWD.



# Job opportunities by sector

## Construction

Current Jobs Available	M/F role	Company type	Location
Manager	M	Large/Small	Myitkyina Bhamo Mansi Moemauk Muse Lashio
Engineer	M	Large	
Office Staff	M/F	Large	
Admin Finance	M/F	Large/Small	
Drawing	M/F	Large	
Safety Officer	M/F	Large	
Driver	M	Large/Small	
Machine Driver	M	Large	
Store keeper	M/F	Large	
Supervisors (high-skill)	M	Large/Small/ Sub Contractor	
Medium skill workers	M	Large/Small/ Sub Contractor	
Low-skill (helpers)	M/F	Large/Small/ Sub Contractor	







# Job opportunities by sector

## Garment

Current Jobs Available	M/F role	Company Type	Location
Machine weaving	M/F	Small/Large factory/ Self-employ	Myitkyina
Machine sewing	M/F	Small/Large factory/ Self-employ	Myitkyina
Back strap weaving	M/F	Small/Self-employ	Myitkyina, Bhamo, Waingmaw
Accessories production	M/F	Self-employ	Myitkyina, Bhamo





# Job opportunities by sector

## Hospitality/ F&B

Current Jobs Available	M/F role	Location
Manager	M/F	Myitkyina/Bhamo
Front Office	F	
Admin/ Finance	M/F	
Maintenance	M	
Housekeeping	F	
Kitchen	M/F	
Food and beverage	M/F	

## Healthcare

Current Jobs Available	M/F role	Location
Manager	M/F	Myitkyina Bhamo Putao Hpakant Yangon Mandalay
Admin/Finance	M/F	
Pharmacy Staff	M/F	
Lab technicians	M/F	
Nurse aid	F	
Cleaner	M/F	



# TNFE/self employ. opportunities

Technical Non-Formal Education (TNFE) interventions are essential for quality skill trainings, immediate employment and market opportunities

Top opportunities:

- Handicrafts
- Dried fruit production (quince and other seasonal fruits)
- Motorbike repair & mobile services
- Small construction contract group
- Mobile cleaning services
- Community toolbox program





# TNFE/self employ. opportunities

- Focus on hands-on training, internship/apprenticeship and direct links to market;
- Some private trainings provide allowance & accommodation;
- Range of TNFE service providers:
  - *Government:* Gov driving school, SSID, Department of Electrification.
  - *Private:* tailoring, amber polish, motor repairs, mobile repairs, weaving.
  - *Religious Institutions:* Nazaret, Catholic Vocational School, KBC training for women.

## Benefits:

- **Short courses, more hands-on training, easy for low entry level students;**
- Trainers are **market players (producers)** & understand market needs;
- Opportunities to learn outside classroom;
- **Sometimes training is located in the industry cluster or markets** (regular meeting with customers, improve skills on dealing with customers, negotiating, pricing);
- **Opportunities for self-employment** (trainers run shops; student can follow suit).

## Considerations:

- safety issues/ decent work in informal labour;
- No standard curriculum, but can be adapted with support from program;
- Not enough trainers (sometimes on trainer is doing everything).







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# TVET Lessons Learned

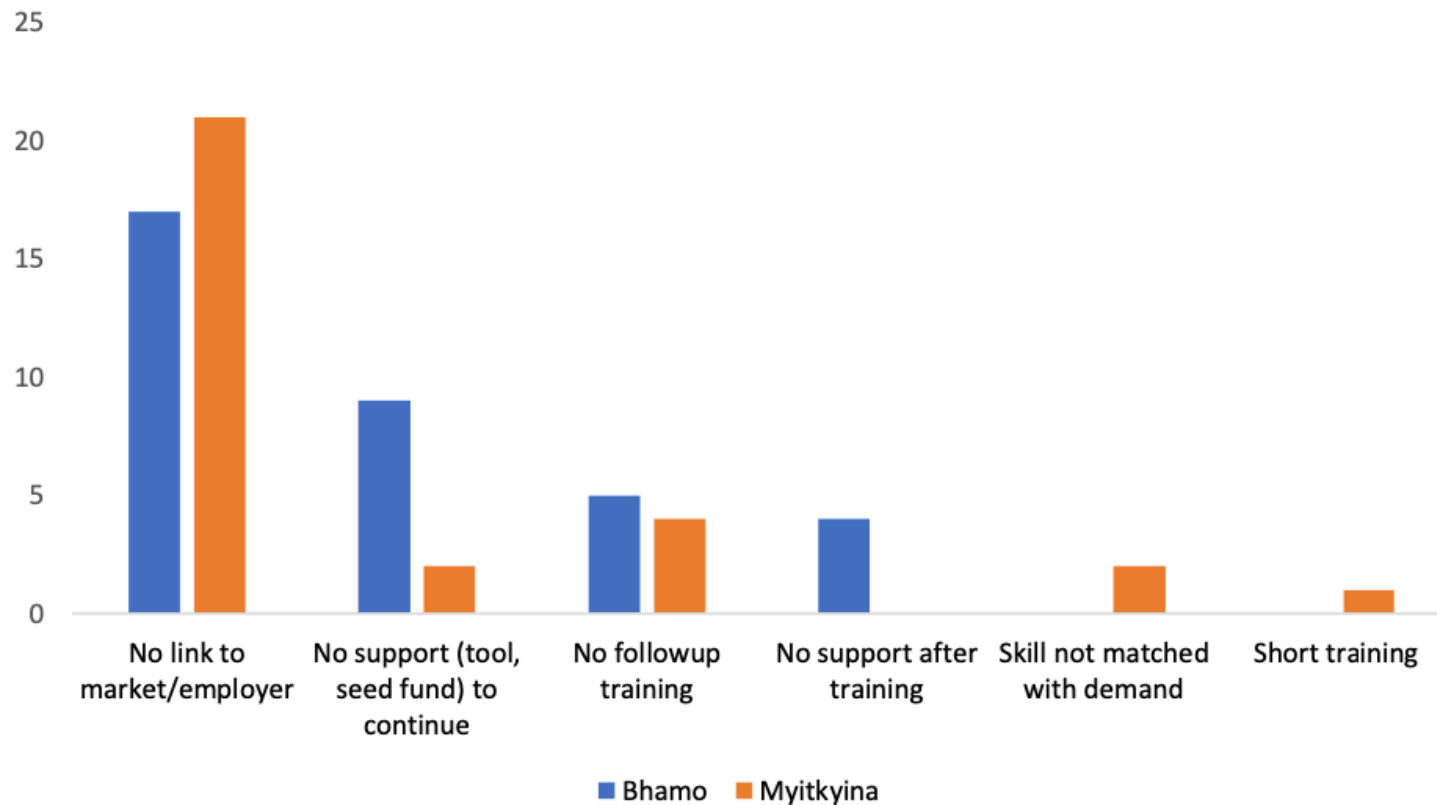
Key findings from 'VESI' LMS





# TVET lessons learned

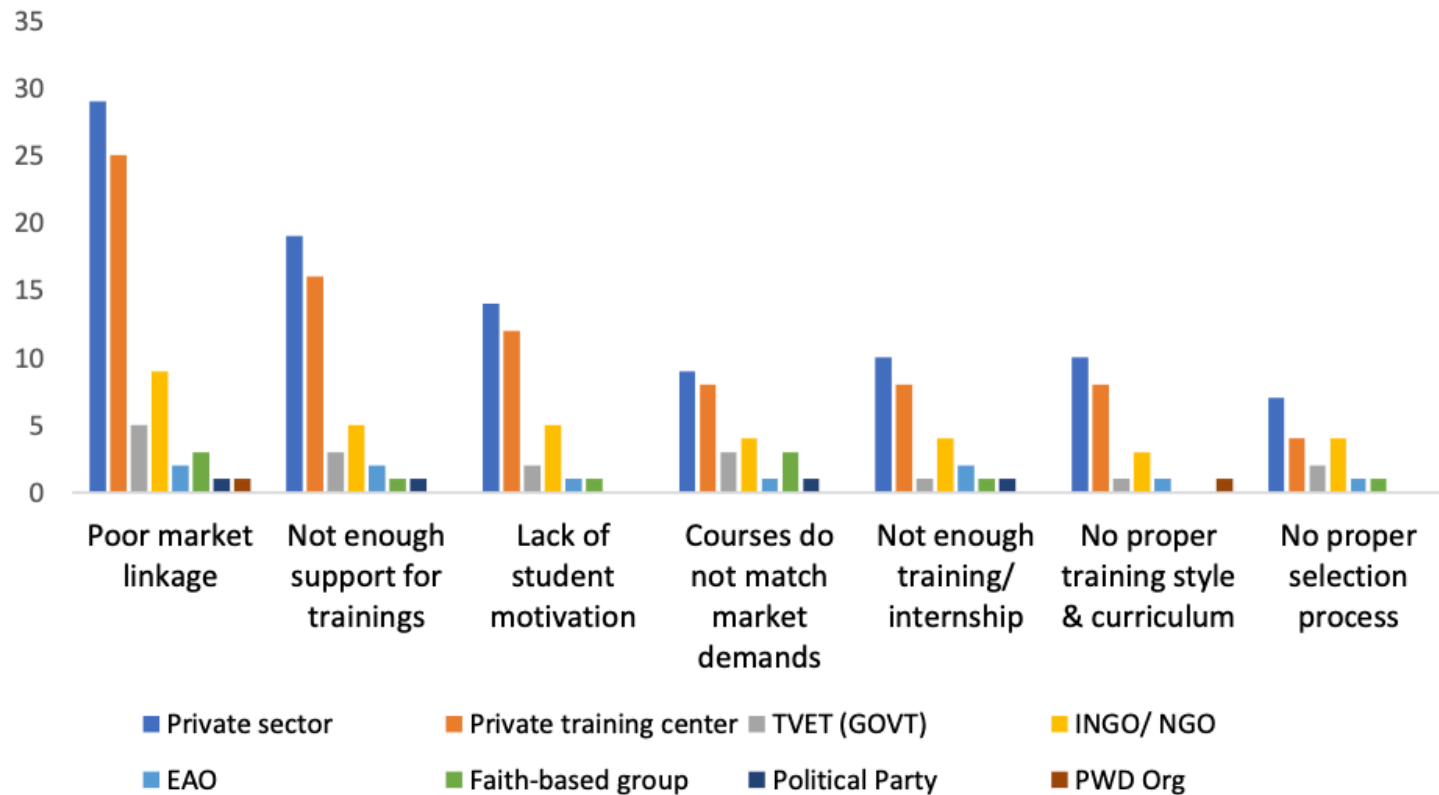
## Why TVET/skills trainings fail - Youth IDP Perspective





# TVET lessons learned

## Why TVET/skills trainings fail - Key Stakeholder Perspectives





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# Review of TVET/TNFE Service Providers

Key findings from 'SHE' LMM





# Review of TVET/TNFE providers

The study met with and assessed all key TVET & TNFE service providers across Northern and Central Myanmar.

A total of **24 service providers** were interviewed:

## TVET\*

- 9 govt. schools (no private TVET providers currently exist in Kachin).

## TNFE

- 2 govt. schools;
- 8 private centres;
- 4 religious centres;
- 1 NGO/CSO service provider.

\* the only certified TVET training centres in Kachin are run by the government.



# Sample TNFE providers

Service Provider/Type	Location	Courses/subjects	Training duration	Min. requisites	Cost
<b>TNFE (GOVT)</b>					
<b>Land Transportation (Basic Driving)</b>	Mandalay	Basic driving (passenger car)	10 days	Age 17+, NRC	75,000Ks
<b>Ministry of Transportation Communication, Electric and Industry</b>	Kachin State	Basic electrical wiring	1 month	Primary education, NRC & recommend ation from ward	Free
<b>TNFE (Private)</b>					
<b>Traditional Back strap Weaving School</b>	Myitkyina	Traditional back strap weaving	3 months	None	Free
<b>San Mobile Service</b>	Muse	Basic mobile phone repair	3 months	None	400,000Ks
<b>Kachin Hills Time Mobile</b>	Myitkyina Bhamo	Bamboo craft Basic mobile phone repair	10 days -	None -	100,000Ks -
<b>Noble Lamp Nurse Aid Training</b>	Mandalay	Nurse Aid (certificate) Pharmacy (certificate)	3 months	Secondary education, CV, NRC &	300,000Ks
<b>Aung Sett Kyar Trainings</b>	Myitkyina	Nurse Aid (certificate) Pharmacy (certificate)	3 months	certificate from ward	300,000Ks



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# Key Recommendations (pre COVID-19)

## ‘VESI’ & ‘SHE’ Programmes



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# Summary recommendations

## Training structure & provision

- **Targeted vocational training in priority sectors/skills**, aligned with market needs and employer demands;
  - Based on needs of each training group ('SHE'):
    1. New skills
    2. Upskill for employment
    3. Upskill for self-employment
- **Flexible and accessible** training structure – meets unique needs of vulnerable target groups (youth IDPs, women, women w children, PWD).
- Support GTHS to develop **long-term strategy** to become an effective and efficient polytechnic centre that better serves job market needs ('VESI')/ Partner with most relevant and capable training service providers ('SHE');
- Update curriculums and **upgrade teacher's competencies** in consultation with industry - course content is practical, hands on and up to date.



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# Summary recommendations

## Training modality

- **Modular-based short course learning**, on the job training and greater accessibility for the most vulnerable;
  - a) **Short theoretical training** in partnership with private sector trainers - more practical hands on training in line with current industry standards;
  - b) **Only key topics required for basic level**, break content into smaller modules delivered in phases - achieve min. level to enter work force (continue developing skills OTJ);
  - c) **70/20/10 approach**: 70% practical, 20% mentoring & 10% theory; upgrading the practical skills and methodology of trainers in collaboration with industry leaders;
- Incorporate essential **soft skills**, **added business skills/financial literacy** for self-employment.





# Summary recommendations

## Private sector/industry partnership

- Establish **direct linkages with identified industry partners/employers** for internship and job postings, ensuring high employment outcomes;
- Actively **involve prospective employers/** industry representatives in development and execution of the project **from inception**, including curriculum and training development, to ensure trainings in line with industry standards and current demand;
- thereby increasing chances of successful job placement.



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# Summary recommendations

## Inclusiveness

- **Support PWD and women** throughout all abovementioned points, and based on the research laid out in the study:
  - Off campus training inside the camp or near the camp, esp. for women with small children or taking care of parents; Day care services;
  - Community soup kitchen to alleviate time females spend preparing for the family;
  - Flexible hours to include young women with responsibilities at home and inside the camp (typically unable to leave before 10am & after 3pm);
  - Initial start up support/seed funding for self employment initiatives.
- **Address social inclusion** through *creative learning activities* (via soft skills training) directly related to essential skills needed for employment (recognizing time is valuable and activities should be directly related to supporting income generation).



# ‘VESI’ recommended short courses

Sector	VET Short Course (Level 1)	Self or Formal employment	Skills/topics	Location
Construction	<b>Electrical wiring</b>	Both	Household wiring, installation of electrical socket/light/bulb, installation of power unit for house appliance such as air-condition, refrigerator, water heater, washing machine, etc.	Myitkyina Bhamo Lashio
	<b>Brick laying</b>	Both	Understand concrete mixing ratio, brick laying, finishing, quality control of construction materials such as brick, cement, sand, etc.	Myitkyina Bhamo Lashio
	<b>Marble installation</b>	Both	Understanding concrete mixing ratio, installation techniques such as floor, wall, toilet, etc.	Myitkyina Bhamo Lashio
	<b>Welding, steel decoration</b>	Both	Installation of door, windows, main gate, decoration with steel for stair handle, etc.	Myitkyina Bhamo Lashio
	<b>Interior decoration</b>	Both	Installation of lighting, design of ceiling, installation of shelves, etc.	Myitkyina Bhamo Lashio
	<b>Bar bending</b>	Both	Bend shapes and cut length of bar as per structure drawings,	Myitkyina Bhamo Lashio
	<b>Plumbing</b>	Both	Pipe installation, toilet/sink installation	Myitkyina Bhamo Lashio



Sector	VET Short Course (Level 1)	Self or Formal employment	Skills/topics	Location
Garment	<b>Women's dress/blouse, Longyi &amp; accessories</b>	Self	Tailoring of women's dresses, both casual and fancy, ethnic dresses (Shan and Kachin), and accessories (ornate buttons for dresses/blouses)	Myitkyina Bhamo Lashio
	<b>Household products</b>	Self	Producing household items to sell in local markets, such as bed sheets, pillow covers, aprons, and bags	Myitkyina Bhamo Lashio
	<b>School uniforms</b>	Self	Manufacturing shirts for M/F, in three sizes (small, medium and large), and a standard unisex longyi bottom	NGCA
	<b>Weaving</b>	self	Traditional woven designs – clothing, bags and accessories	Myitkyina Bhamo Lashio NGCA
Mechanic	<b>Motorbike/Car Repair</b>	Self	Car: Engine and fuel system repairs, electrical wiring, chassis repairs, air condition system repair, body and painting details, etc.	Myitkyina Bhamo Lashio
	<b>Farm Machinery Repair</b>	Self	Manual handheld tools (single engine tractor) use and repair	NGCA



Sector	VET Short Course (Level 1)	Self or Formal employment	Skills/topics	Location
Hotel/ Hospitality	<b>Housekeeping</b>	Formal	Housekeeping (based on basic industry standards developed with MHA), Language skills (Chinese/Myanmar/English), customer service	Myitkyina Lashio
	<b>Front Office</b>	Formal	Basic computer, language (above), customer service, security, etc.	Myitkyina Lashio
Health	<b>Nurse aid/pharmacy</b>	Formal	Basic nurse aid/support skills (based on nurse sector)	Myitkyina Lashio
Local Food Production	<b>Dried quince/soybean</b>	Self	Sourcing raw materials, drying and packaging processes, food safety, branding, marketing, market identification & sales	Lashio
Handicraft	<b>Handicrafts</b>	self	Bamboo, traditional & hand weaving, ethnic specialties	Myitkyina Bhamo Lashio NGCA



# 'SHE' Training Structure & Courses

## Training Groups

- TG A** Youth with *no prior skills* looking to enter the job market
- TG B** Youth with some skills *looking to upskill* and get a better job
- TG C** Youth looking to *work independently* or start their own mini business

## Aligned Training

- New Skill**
- Upskill – Employment**
- Upskill – Self-employment**
- + Business skills**



01

TG A



Livelihoods and Food Security Fund



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Training Section 1	Courses	Training provider	Training Targets <sup>44</sup>		
			Year 1	Year 2	Year 3
<b>New Skill</b> (Level: Basic/ Entry Level)	<b>Electrical wiring</b>	Electrical Dept./ GTHS/Skill Training Centre (Mandalay)	20	20	20
	<b>Masonry</b>	Association/Local resource	20	20	20
	<b>Plumbing</b>		10	10	10
	<b>Welding</b>		20	20	20
	<b>Inventory MGMT (construction)</b>	Association	5	5	5
	<b>Safety Officer (construction)</b>		5	5	5
	<b>Painting/Interior Deco</b>	Association/Local resource	10	10	10
	<b>Electronic/AC Repair</b>	GTHS/ Local resource	10	10	10
	<b>Motor Repair</b>	SSID/ Local resource	20	20	10
	<b>Sewing (tailoring)</b>	SSID/DSW/ Local resource	20	20	20
	<b>Accessories (garment)</b>		50	50	50
	<b>Nurse Aid</b>	Local Training School	10	10	10
	<b>Pharmacy Assist.</b>		10	10	10
	<b>F&amp;B</b>	MHA	10	10	10
	<b>Car Driving</b>	Local Driving School	15	15	15

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02

TG B



Livelihoods and Food Security Fund



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Training Section 2	Courses	Training provider	Training Targets		
			Year 1	Year 2	Year 3
<b>Upskill – Employment</b> (Level: Advanced)	<b>Masonry</b>	GTHS/ Association	10		
	<b>Welding</b>		10		
	<b>Motor Repair</b>	SSID/ Local resource	20		
	<b>Sewing (tailoring)</b>		20		
	<b>Weaving</b>		10		
	<b>Accessories (garment)</b>	DSW/ Local resource	30		
	<b>Nurse Aid</b>	Local Training School	5		
	<b>Pharmacy Assist.</b>		5		

World Vision



# 03

## TG C



Livelihoods and Food Security Fund



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Training Section 3	Courses	Training provider	Training Targets		
			Year 1	Year 2	Year 3
Upskill – Self-employ + Business skills	Weaving group	SIYB Trainer/Business coaching	15	15	15
	Sewing group		15	15	15
	Bamboo crafts group		15	15	15
	Food processing group	Business coaching/Local resource	15	15	15
	Mobile repair group		15	15	15
	Sub contract group (construction)		15	15	15

Total Training Targets

Annual Training Target	435	325	315
Total	1,075		





## Livelihoods and Food Security Fund



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# COVID-19 Socio-economic Impact Assessment

'VESI' Programme – July 2020



People for development

Finnish Refugee Council



# Purpose

- Follow up to prior LMS to reassess relevance of trades previously identified, status and viability of markets, self/employment opportunities;
- Develop COVID-19 reorientation training strategy;
- Engage with businesses across each trade to understand short, medium and long term impacts & establish linkages for internships and job opportunities.





# Methodology

**Phase I:** Desk review of recent available valid secondary data and research;

**Phase II:** Assessment of socio-economic impact of the COVID-19 crisis on labour market needs through **remote interviews** with:

- **84 businesses** across each sector from Myitkyina, Bhamo, Lashio & Muse;
- **24 youth** (8 female, 16 male) from Myitkyina, Waingmaw, Bhamo, Momauk, Mansi and Lashio;
- Camp management (4 camps + NGCA Coordinator);
- GTHS of Myitkyina, Bhamo, Lashio;
- Government representatives (DTVET, Dept. of electrification);
- NGOs, donors, MFI experts, PWD orgs and employer representatives (NSS & Kachin Chambers of Commerce, Construction and Engineering Assoc.)

# Businesses surveyed



Business Interviewed by Location								
Location		Construction	Electrical Wiring	Motorbike Repair	Sewing	Handicrafts	Computer	Total sample by location
Myitkyina	Sample	7	2	3	4	8	3	27
	Est. total	40-50		105	117	15-20	20	-
Bhamo	Sample	6	1	4	4	5	3	23
	Est. total	5-10		30-50	40-50	<10	5	-
Lashio & Muse	Sample	4	9	7	5	3	6	34
	Est. total	150-200		150-200	150-200	40-50	40	-
Total sample by sector		17	12	14	13	16	12	84



Livelihoods and Food Security Fund



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# Key Findings of COVID-19 Study

‘VESI’ Programme



People for development

Finnish Refugee Council





# Business level impact

## Kachin & Northern Shan

- **43% of businesses working as usual;**
- 30% running with reduced operations but open to customers;
- 26% mostly closed with sales to limited customers only, and one business is reported completely closed (as of July 2020);
- Majority of businesses have reduced operations related to COVID-19: lack of customers, shortage of supplies, insufficient cash flow, authority regulations, and refusal of employees to come to work;
- Nearly none of the businesses are aware of, nor have received, any government support as part of the COVID-19 relief efforts.



# Business level impact

## Myitkyina

Of the 27 businesses interviewed in Myitkyina,

- **33% working as usual;**
- 88% have reduced operations but remain open, and;
- 78% are mostly closed with sales to limited customers.



# Business level impact

## Bhamo

Of the 23 businesses interviewed in Bhamo,

- **26% working as usual;**
- 22% have reduced operations but remain open, and;
- 48% are mostly closed with sales to limited customers;
- 1 is now shut down.



# Business level impact

## Lashio & Muse

Of the 34 businesses interviewed in Lashio & Muse,

- **62% working as usual;**
- 28% have reduced operations but remain open, and;
- 12% are mostly closed with sales to limited customers.



# Sector impact & viability

Updated sectors (impacts, challenges, hiring & jobs/internships):

- **Basic Construction & Electrical Wiring**
- **Motorbike Repair**
- **Sewing**
- **Handicrafts**
- **Computer & Office Administration**

*Additional Course Options (to replace hospitality):*

- **Welding & Masonry**
- **Online Retailer**



# Construction & electrical wiring

- Small businesses less impacted by COVID;
- Large businesses lost almost 40% of the labour (migrant workers);
- Shortage of skilled labour due to travel restrictions;
- Hiring patterns changed- demand for local skilled labours is high;
- Businesses in Myitkyina, Bhamo face greater challenges to bring migrant workers back than in Lashio;
- Willing to provide internship/job matching- to recover labor shortages.



*Un-finished construction site in Lashio*



# Motorbike repair

- Most business closed during lockdown after Thingyan;
- Business slowly returning to normal after 1.5 months;
- Cost of materials has increased by 50%;
- No remarkable changes in hiring patterns;
- There remain opportunities for youth to enter the sector;
- In the new environment, people seek repair services nearby, instead of traveling far.





# Sewing

- Business has slowed since end of February;
- Shops suffered big losses during the normally profitable seasons (Thingyan);
- 2/3 of business closed for almost 2 months;
- 1/3 remain open - operating from home;
- Shops face difficulty sourcing raw materials;
- Demand for dress making low – increase in production of other household items (bed sheets, pillow cases, school uniforms)
- Markets not functioning, sellers to develop online marketing and sales.

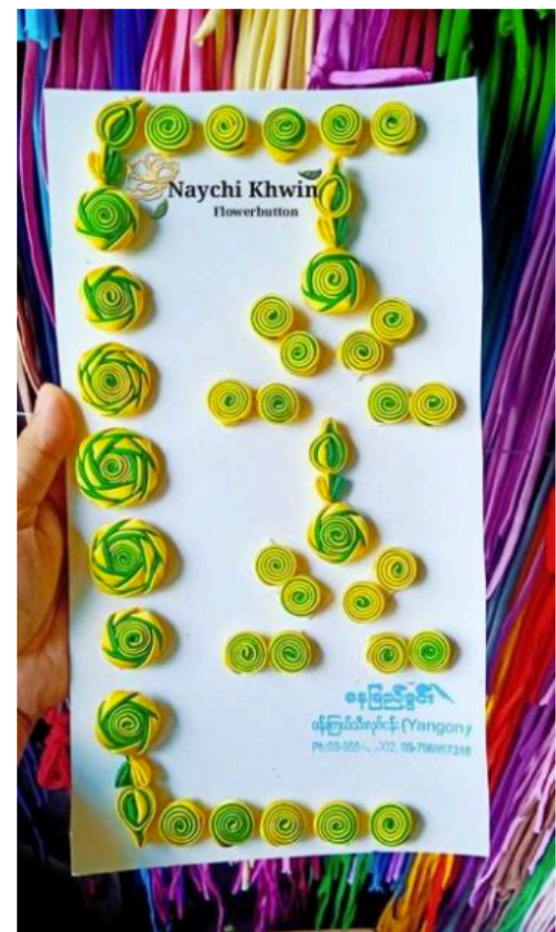






# Handicrafts

- Highly recommended livelihood activity for IDPs (women as well);
- The demand for handicrafts is highest in times of special events;
- However, the demand is low as markets are not functioning/there is no demand;
- Producers started selling items through digital platforms (in place of traditional markets).





# Computer & office admin

- The majority of business closed for over 1 month;
- Computer related business is linked to demand from festivals, weddings (advertising, printing, copying services);
- New opportunities emerging;
- Data collection skills (in local content) is essential in the light of future projects in Kachin and N. Shan;
- Using digital marketing to sell products online (overcome the limitations of travel bans).



# COVID-19 SE impact

While reported case counts in camps in Kachin and Northern Shan has remained low up to July 2020, the larger effects are being felt in terms of livelihoods, migration and movement, protection and basic needs, and education.

## Livelihood challenges

- Baseline scenario- poverty rates projected to increase in the short term and not return to their pre-crisis levels until FY2021/22 (WB Econ. Monitor June 2020)
- Many youth and HH engaging more in informal wage labour, such as on-farm and informal logging
- Youth express disinterest with agriculture work on the farm, but must support their family.
- Families looking to fulfil basic needs, draining savings, leaving workers further vulnerable to income and health shocks.



# COVID-19 SE impact

- Areas most impacted (World Bank): Manufacturing, trade, domestic services, food security, nutrition, livelihood opportunities, agricultural marketing, food prices, access to education, as well as other socio-economic areas;
- Transportation, hospitality and tourism expected to recover more slowly due to sharp declines in travel and tourism-related earnings and ongoing precautionary behaviours;
- VESI consortium removes hospitality course, seeks more viable replacement.



# COVID-19 SE impact

## Migration

- 99,058 migrants have returned to Myanmar from March 22 - June 10.
- 41,389 migrants returned from April 16 - July 1 via six entry points in Kachin and Northern Shan.
- Youth returnees sent back due to:
  - Business stopped
  - Chinese govt restrictions on travel
  - Parents calling youth to come home



# COVID-19 SE impact

## Gender & PWD

- Limited access to accurate, official information and public service announcements
- Health crises can further prevent women and girls from equally benefiting from humanitarian action and participating in and influencing humanitarian decisions
- Closures of garment factories has had a dire impact on the income of their primarily female workforce since February
- Of the irregular returnees most have been observed to be women
- livelihood opportunities for PWD are also limited during times of crisis
- Social distancing and other prevention is especially challenging for PWD



# Update from impact group

## Livelihoods and income generation

- Youth - It is not possible to do any business, jobs have been largely postponed since the start of the outbreak;
- Families have no income at this stage and are depending on World Food Programme (WFP) support;
- Some families have access to farmland, but do not have any extra income for health or accidentals.
- **Interesting new opportunities** that have emerged during the pandemic for youth and people living in camps and host communities.



# COVID-19 impact on short courses

## Short-term

- Fewer Internships due to social distancing; Not enough space to host more staff
- Reduced training quality; less hands on training, more online training
- More resource requirements;
- Decline in student interest/availability;
- Limitations in online training; access to internet and equipment.

## Long-term

- Ongoing social distancing may prevent job matching, job fairs, study visits;
- Slower response from business sectors;
- Business downsizing impact on hiring and wages overall.





# Updated recommendations

## VESI Short-course Adapted Training Approach

### ***Remote (off-campus) Blended Learning Model:***

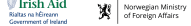
- Remote learning centre
- GTHS teachers manage learning process through recorded videos
- Local resource person available at the centre
- Assessment conducted by GTHS teachers
- Students in each subject divided into smaller batches with rotating schedules
- Internships
- Job matching



# Updated recommendations

## VESI Short-course Course Subject Recommendations

- Basic Construction
  - Electrical Wiring
  - Masonry
  - Welding, steel decoration
- Mechanic
  - Motorbike Repair
  - Farm machinery repair
- Computer & Office Administration
  - Basic Computer
- Sewing
  - Women's dress/ blouse, longyi & accessories
  - Household products
  - School uniforms
- Handicrafts
- Online retailer



# Preparing for the future

**Long-term strategies**, integrating adaptive mechanisms to better prepare for future uncertainty;

Go beyond recovery and develop a **proactive approach** that utilizes **new opportunities** emerging during the crisis;

*Blended learning should become a permanent option for learning in TVET to ensure continuity of training in situations like these [COVID-19].  
– ILO-UNVECO Joint Survey*



Finnish

Refugee Council

World Vision

