



F-SKILL

*Providing better opportunities
for the youth of Nepal*



- ⊕ F-SKILL implements employment oriented training for youth from disadvantaged communities
- ⊕ F-SKILL is a **development** approach which is based on a **business model** (franchising). Training is implemented through a network of franchisees
- ⊕ Training is implemented in numerous technical and vocational skills

Core Working Principles

- ⊕ Mobile training
- ⊕ Employment focused
- ⊕ Business approach
- ⊕ Differential Pricing
- ⊕ Outcome Based financing
- ⊕ Regular Monitoring and Feedback
- ⊕ Training Plus support
- ⊕ Social aspects included in all training



Characteristics of a “typical” training participant

- ⊕ Age between 18 to 30 years
- ⊕ From disadvantaged groups
- ⊕ Those unable to complete school because of various socio economic problems
- ⊕ Affected by the conflict
 - Those who have lost a family member; widows
 - Ex-combatants
 - Internally displaced People
 - Others



People from disadvantaged groups

- ⊕ Have low confidence
- ⊕ Oftentimes they are not able to concentrate on training
- ⊕ Often do not know the work culture
- ⊕ No idea of what to do after completion of training and what to expect
- ⊕ No idea of where to raise the money to start their own business







The Empowerment Approach

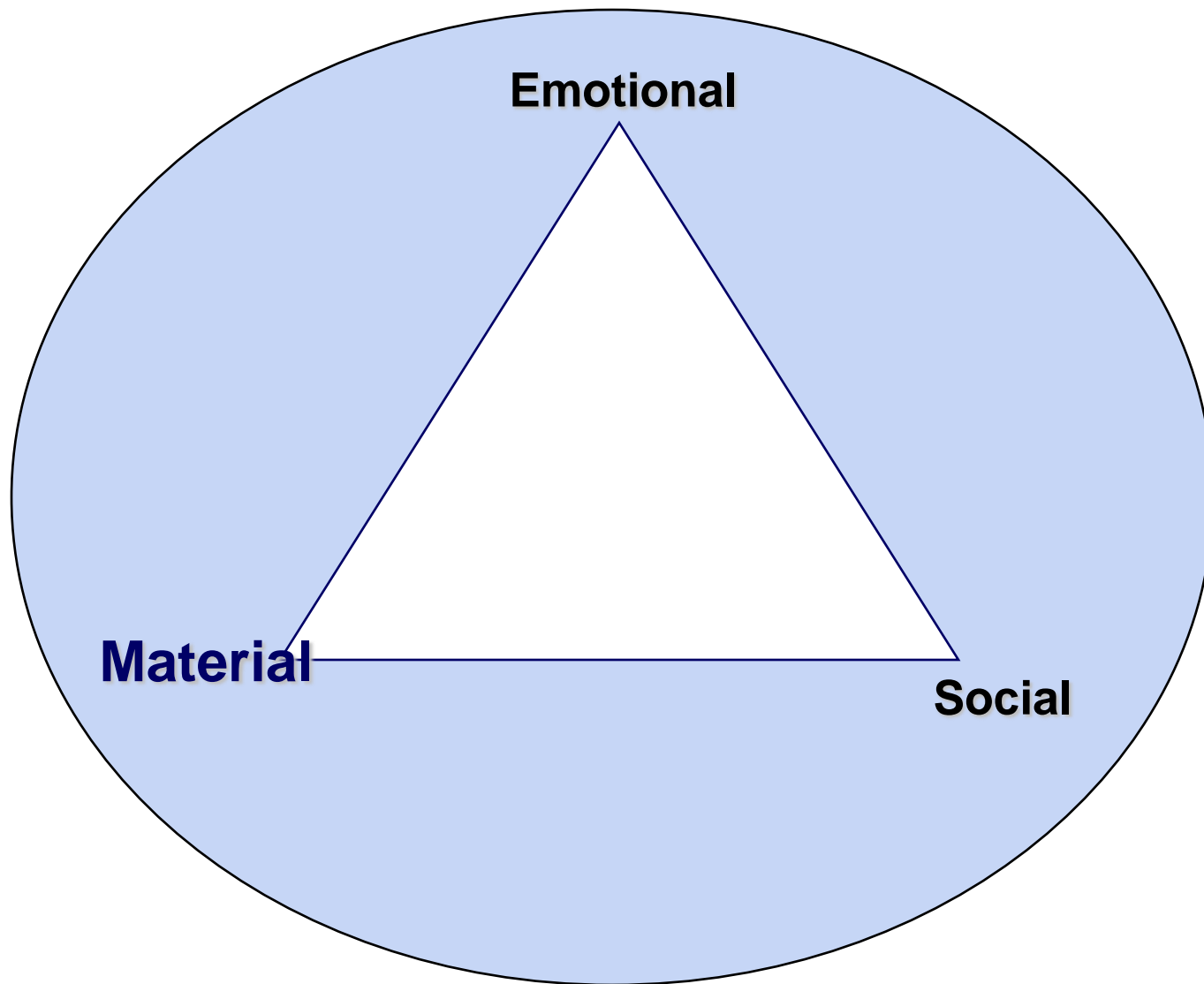
- ⊕ This approach was introduced two years ago
- ⊕ Interventions are provided through group sessions where participants are encouraged to:
 - Express themselves
 - Think about their problems and come up with solutions themselves
 - Prepare for life after completion of training
 - Information about rights, health and working conditions overseas are also provided
 - Those with more serious problems are provided with one on one counseling sessions





We believe...

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- ⊕ *that in order to fully empower a person, you need to consider not only the **Material** aspects but also the **Social** and **Emotional** aspects of this person*
 - ⊕ *Material Improvement requires much more than just material input*



Case Study

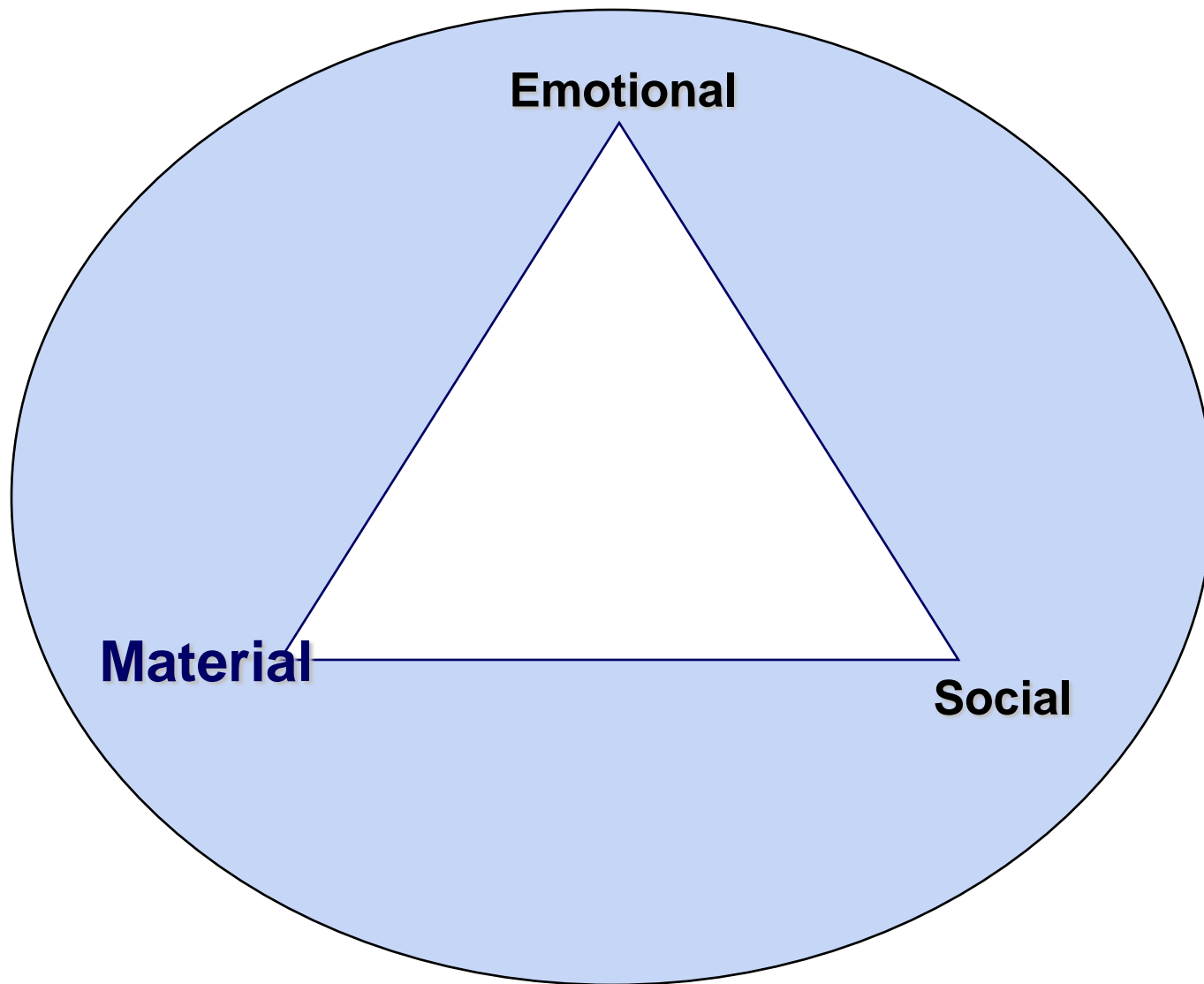
- ⊕ Nirmala is 26 years old and is from a village in Eastern Nepal
- ⊕ She was the first female in her family to go to school. However when she was in the ninth grade, she was forced to join the combatants with whom she stayed with for two years
- ⊕ Her father died when he was being questioned by the same combatants that his daughter had joined
- ⊕ She left the group after the death of her father. Her mother keeps on blaming her for the father's death
- ⊕ When Nirmala came to the training she could not concentrate, she was paranoid and kept on blaming herself
- ⊕ She has just completed training and counseling and is now looking forward to a better future



Case Study

- ⊕ Sita is 24 years old and comes from a village in Western Nepal
- ⊕ She was married when she was just 18 years of age. It was an arranged marriage
- ⊕ Barely 6 months after the marriage, her husband who was in the army was killed by Maoist combatants
- ⊕ When Sita came to the training, she used to cry all the time.
- ⊕ After completion of training and counseling Sita is hoping for a better future. Even though she undertook a training for overseas workers she hopes to stay back in Nepal to start her own business





Results

- ⊕ The dropout rate has gone down
 - More participants have been found to be gainfully employed after completion of training
 - Participants are more confident
 - They are able to negotiate the terms and conditions of their employment (salary, contracts, facilities)
 - Not only are they able to find jobs but they are able to stay in the same jobs
- ⊕ Because staff are taking a more personal approach towards participants, many issues have been resolved
- ⊕ Monitoring of participants after completion of training is much easier because participants are more closer to the organization



Poverty

is as much an

Emotional and

Social condition

as it is

Material

