

Sierra Leone: Supporting demand-oriented skills development

The challenge

Sierra Leone has high levels of joblessness and underemployment, affecting an estimated 70 per cent of young people aged 15 to 35 according to UNDP. Many economic sectors urgently need qualified workers, but applicants often lack the requisite skills. This large divergence between demand for and supply of skilled labour has resulted, in some industries, in many positions not being filled.

The country's prospects for economic recovery and growth are therefore closely connected with the availability of skilled technical workers in critical sectors, including mining, construction and agriculture. A strong technical vocational education and training (TVET) system is therefore key. More private sector involvement is essential in better aligning the education system to labour market needs.

More than 2,760 workers are currently employed by Sierra Rutile Limited, which has been in operation for over 50 years and maintains a strong relationship with local communities.

Our partners

Sierra Rutile Limited

Sierra Rutile Limited (SRL) has been a leading mineral sands company in the southern province of Sierra Leone since 1967. It is a wholly owned subsidiary of Iluka Resources Limited, publicly listed on the Australian Stock Exchange. SRL operates mines and associated mineral processing and infrastructure assets which produce rutile, a high-quality feedstock for the global titanium dioxide pigment industry. It also extracts ilmenite, a lower grade titanium dioxide ore. SRL recognises the importance of addressing the skills gap and helped to establish the Jackson and Devon Anderson Technical Institute (JADA) in 2010.

From Mines to Minds 2: Supporting demand-oriented skills development in Sierra Leone through a Development Partnership with the Private Sector (DPP) at JADA

Objective:	Improving the skills and employability of TVET graduates
Partner:	Sierra Rutile Limited, Jackson and Devon Anderson Technical Institute
Duration :	2018 – 2020
GIZ programme:	PPP-Fund Mano River Union Countries

Jackson and Devon Anderson Technical Institute (JADA)

JADA is an institution providing tertiary-level TVET in Sierra Leone's Bonthe and Moyamba districts. Since 2010, approximately 600 students have graduated from JADA in automobile technology, civil, electrical and mechanical engineering and business studies, with information technology (IT) as a cross-cutting programme.

Strategy and activities

The project's overall objective is to improve the skills and employability of JADA's TVET graduates. Apart from benefits for the labour market, investing in people's skills raises the incomes of economically vulnerable groups, thereby reducing poverty and improving livelihoods. The project targets both JADA teachers and students.

The project's activities include:

- carrying out a diagnostic study to identify and prioritise key intervention needs and key priority occupational areas based on existing courses at JADA (including a study on required investment),





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- constructing and equipping two training workshops in order to improve the quality of practical training,
- developing practical training materials that correspond to the new standards to be met by JADA teachers and students,
- conducting Training of Trainers (ToT) sessions to provide TVET teachers at JADA with appropriate technical knowledge and improve lesson quality,
- establishing an internship programme for JADA students, enabling them to gain additional practical training and work experience,
- fostering JADA's sustainability and financial viability, including supporting its institutional consolidation and developing a management plan,
- designing a publicity campaign to raise awareness of TVET as an equal alternative to mainstream education rather than a second choice, particularly for women and people with disabilities,
- introducing two short-term courses at JADA, and
- in cooperation with the National Council for Technical, Vocational and other Academic Awards (NCTVA), establishing nationally accredited certification for all JADA graduates.

Expected outcomes

- At least 200 students a year are certified by JADA; 160 (80%) find employment within the first six months after graduation.
- Companies employing graduates are satisfied with their work performance.
- JADA's entire staff confirms that working conditions have improved, based on a satisfaction index and the availability of equipment.

Contributions by GIZ

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) shares its experience with the recently established 'Mines to Minds' initiative in Sierra Leone's mining sector. It assigned an independent consultant to conduct the diagnostic study and hired a TVET expert to manage the project and coordinate stakeholders. GIZ facilitates the collaboration between the government, private sector and other stakeholders and ensures harmonisation with the EU co-funded TVET project 'Support to TVET in Sierra Leone' as well as other relevant initiatives.

Contributions by SRL

SRL provides financial and in-kind contributions. The diagnostic study will determine the specific use of SRL's contribution for workshop construction and equipment. The company encourages its technical staff, especially engineers, to teach evening classes at JADA. SRL offers internships and work placements to JADA students and its staff provide technical expertise for the development of training materials and for teacher training.

Contributions by JADA

JADA selects the most promising and motivated students to participate in the project. It provides classrooms and equipment for the theoretical training, allocates land for the establishment of new workshops and deals with the maintenance and repair of all infrastructure. When the project ends, ownership and full responsibility will pass to the management of JADA, in line with the business plan, in order to guarantee sustainability.

Public Private Partnership (PPP) Fund for Mano River Union countries

This PPP Fund initiates development partnerships between German development cooperation and private sector actors in Côte d'Ivoire, Guinea, Liberia and Sierra Leone. The PPP Fund aims to reduce poverty by fostering decent employment, increasing incomes and improving working conditions for the local population. GIZ provides its development cooperation expertise, while businesses contribute technology, capital and technical know-how.

Published by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn, Germany

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Layout EYES-OPEN, Berlin

As at May 2018

GIZ is responsible for the content of this publication.