Project 2-B1

Project:
Labour training programme (CAPLAB-PERU)

Project Description:
Since 1996, the Labour Training Programme (CAPLAB) has been operating in Peru, supported by the Swiss Agency for Development and Cooperation (COSUDE) in agreement with the Ministry of Labour and Employment Promotion and the Ministry of Education.

In addition to the central Government of Peru, through the education and labour sectors, participants in components of the Programme (in development of strategy or in activities) include provincial and district municipal government, civil society institutions and bodies, employers’ associations and trade unions, public and private enterprises, universities and research centres. The role of the participating institutions varies, depending on their place in the process, but all actors involved and their scope of influence benefit directly or indirectly from the programme.

The fundamental goal of the programme, which is implemented in several cities in Peru, is to train and find employment for young men and women between 16 and 30 years of age, as well as unemployed and underemployed women in severe poverty.

The training strategy is oriented to the labour market. With this in mind, the programme is organized along three main themes: Workshops on Participatory Vocational Analysis, Training of Trainers, and Labour Information Centres.

The Workshops involve entrepreneurs, workers and instructors, who collect information on training needs of local firms. These firms thus contribute in a key manner to the elaboration of the curriculum.

Training of Trainers is ongoing. It is structured not only around technical knowledge but as well includes complementary training on gender equality, citizenship and governance, and responsibility for the environment.

On the basis of the Labour Information Centres, a network has been set up to assist youth in job searches. It involves close cooperation with the Ministry of Labour and Promotion of Employment, the Ministry of Education and the Swiss Agency for Development and Cooperation.

The ILO’s CINTERFOR Centre has supported the development of the training, which is structured using modules. Each module prepares and certifies a person for a certain job. At the same time, the Programme encourages progressive certification of skills, thus facilitating continuity in the training process and permitting individuals to take into account their need to earn while training.

Evaluation of the results of the Vocational Education Centres is undertaken through tracer studies of trainees and their employment experience, which show very encouraging results.

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