

Target Group

Window 2 will assist self-employed, workers and apprentices in the informal (jua khali) sector, micro enterprises

(MEs) as defined above, master crafts-people and members of cooperatives to improve their practical, technical, business and foundational skills in order to enhance their competitiveness. Due to the fragmented nature of these activities, it is expected that intermediary institutions such as trade associations of informal sector enterprises, cluster associations, registered co-operatives and non-governmental organizations (NGOs) will be in the lead position to define the content and duration of the training on as thus to apply on behalf of the members. The applicant may also be a national umbrella organization, applying on behalf of a number of chapters of the organization.

Associations and business organizations seeking support from the Skills Development Facility under this window will be required to satisfy the following criteria:

- a) The organization/association must have been in existence for at least 1 year;
- b) The main beneficiaries of the training are self-employed ME operators or master crafts persons, or employees or apprentices of these MEs;
- c) The training must be responsive to the training needs of existing growth-oriented MEs;
- d) The training must support the acquisition of skills which lead to increased employment and sustainability in MEs ;
- e) The training of the master craftsmen must include pedagogical issues and medium-to- high-level skills upgrading for increased productivity and competitiveness;
- f) The applicant must show how the training will lead to increased productivity and competitiveness; and
- g) The support must strengthen the capacity of associations to cater for the interests of their members.

Capacity of the training provider

The applying association/organization is expected to identify the training provider(s) to deliver the skills upgrading. If necessary, the PSFU will help to identify an adequate training provider. The training provider may be a private or public vocational training institution, but also NGOs, business support agencies and advisory centers as well as rural technology facilities with the capacity to provide relevant training are eligible to deliver the training provided the instructor (trainer) has adequate professional qualifications. The trainer must have a demonstrable capacity (knowledge, skill, practical experience, training facilities, and necessary machines/tools, the most current technology) to provide the training requested by the applicant. The training provider must have a proven track record for implementation of training programs toward the specified

target group. The selected training provider will be subject to a quality check in connection with the evaluation of the grant application.

Upon completion of the training, the trainee will be provided with a certificate of attendance. In instances where the training is completed with an assessment, the certificate may be in the form of a Worker's PAS (see above), or a certificate from another recognized institution.

While the grant agreement usually will be a tripartite agreement between the PSFU, the beneficiary entity (the association or organization requesting the training), and the training provider, the training provider will be paid directly by the PSFU upon documentation that the training has taken place as agreed.

In order to diminish the risk of corruption, the applying association/cooperative may be requested for the quotation of three eligible training providers for review by the PSFU and the Grant Committee.

Activities eligible for support

Priority will be given to short and medium-term, skills upgrading initiatives that increase the competitiveness of the members of the applying organization/association. Only members of the applying organization/association and their employees and apprentices are eligible for participation in the SDF sponsored skill upgrading courses.

Training activities sponsored through Window 2 will primarily focus on the practical skills of the trainee, but relevant theoretical training may be sponsored as well. Furthermore, the SDF will provide support to short basic entrepreneurship, management and IT training. For master craftsmen and the staff of associations, training in teaching skills is eligible for support as well.

The Skills Development Facility will be able to finance equipment for public institutions where it is important for training purposes. Upon completion of the training, the equipment becomes the property of the association/cooperative or may be handed over to a relevant public technical college or vocational institutions.

The SDF will not provide funding for further development of the business of the members of the association, who have attended the training, but it would seek collaboration with projects that can offer such follow-up services upon completion of the training.

Cost-sharing modalities

Applications will have a ceiling of US\$ 50,000 with a maximum grant element of 90 percent, which in this case can be made in-kind. The national umbrella organizations applying on behalf of a number of affiliated chapters, the amount may exceed US\$ 50,000 but not more than US\$ 100,000. Up to 10% of the grant can be spent on equipment.