



International
Labour
Organization

Reaching Hard to Reach Communities: Lesson Learnt from Asia-Pacific Region



Changing Needs for Training



How to make it fit for the communities?



How to make it sustainable for partners?



How for ILO to scale, so we have impact?



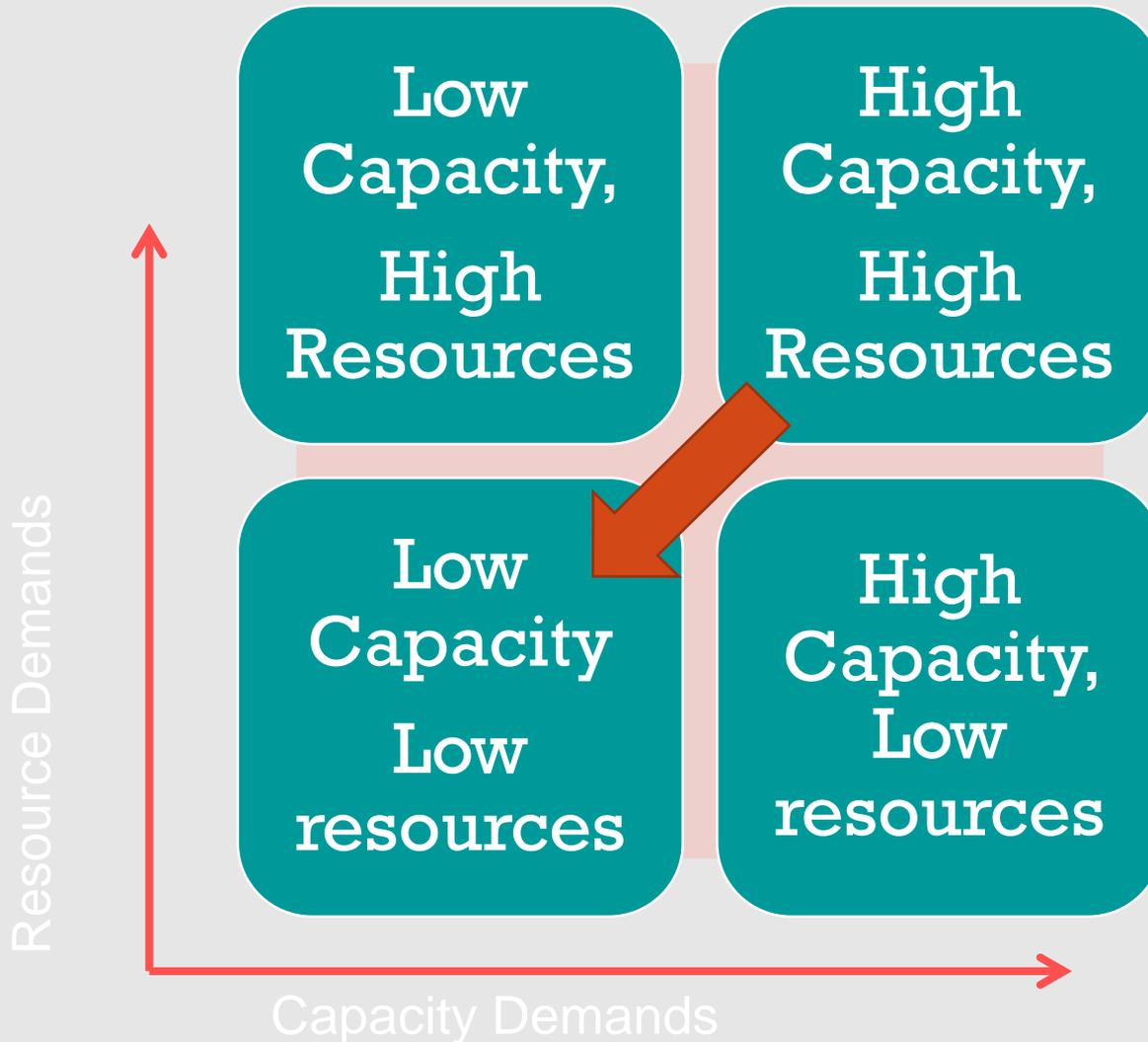
**How to reach more? How to do it cheaply?
How go where others can't? For example, to
refugee Camps on Thai Myanmar border...**



Key to ILO Enterprise Support SSIS

- Scalable – Why do it otherwise?
- Sustainable – Does not matter who you train, but who gets trained when you leave
- Impactful – Can you measure results?
Participant numbers don't matter, impact does
- Supportive of Key Institutions – Does it fit and complement local partners?

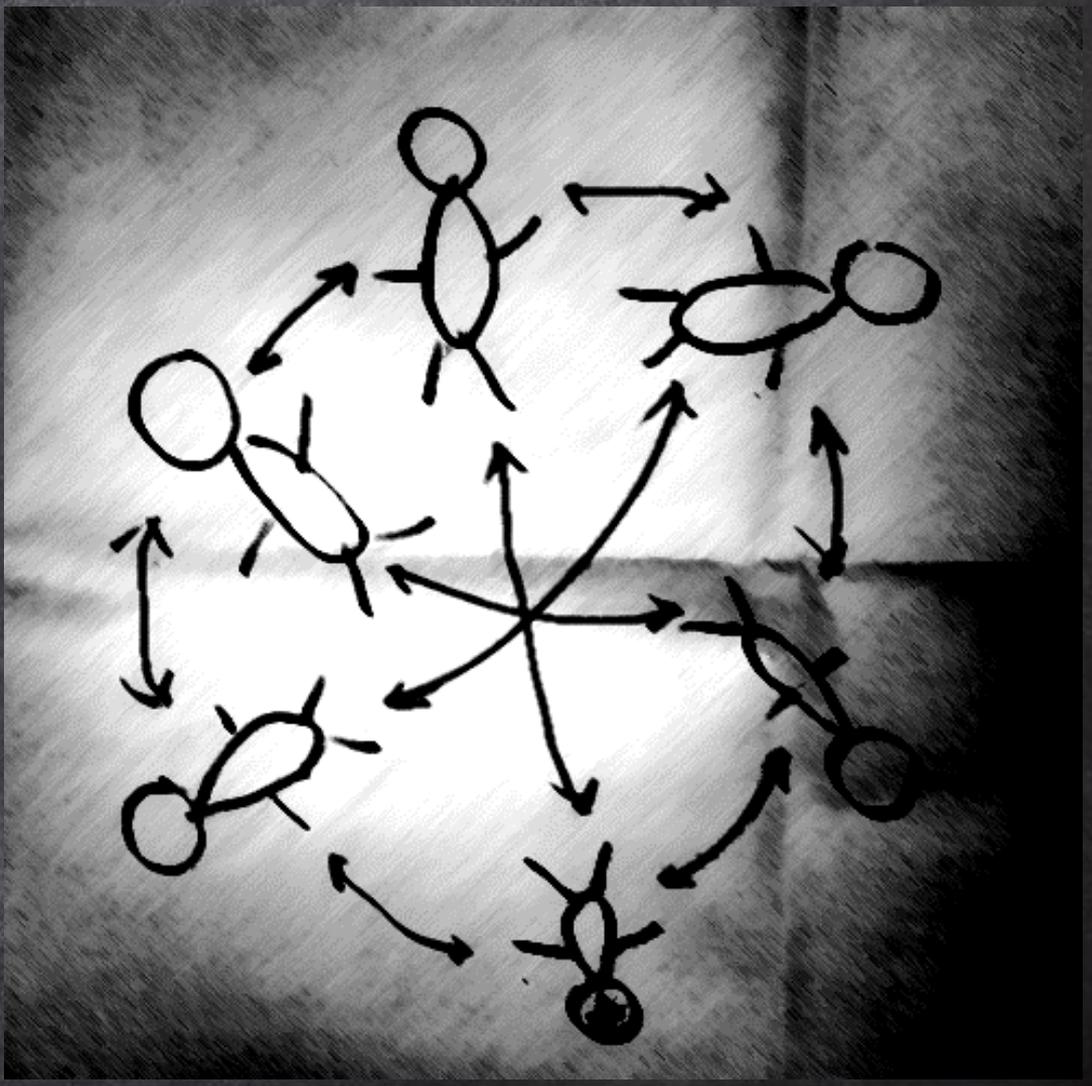
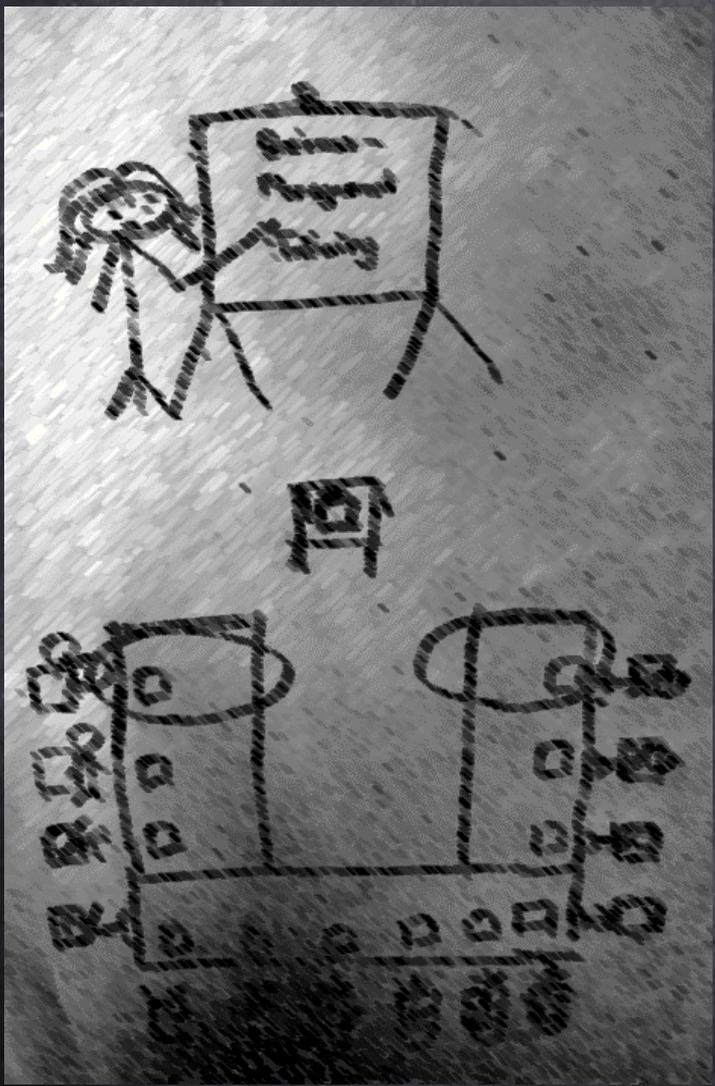
Limited Resources, Limited Capacity



For Training - Activity-Based Learning

- Work in small groups;
- Step-by-step training manuals;
- Community members facilitate;
- No technical trainers / experts.

FROM TOP DOWN – TO - PARTICIPATORY





■ Video

Developing business development services in Laos...



**Improving garment factories around world,
with standardized, self run tools...**



Supporting youth across Cambodia on entrepreneurship...



Soft skills training for women workers across, ASEAN, strengthening women in STEM





On-going and Completed Initiatives

- **International NGOs**
 - Plan International has adopted C-BED; Oxfam potential use in Savings for Change global programme, running in Cambodia
 - Red Cross, CARE, Save the Children, ADRA, Caritas, Solidarite all have used, or are using the tools, potential for global collaboration
- **Complementing skills training of migrants and refugees**
 - ADRA, Solidarite, and Thai Border Consortium all used C-BED with vocational training
 - Again, little / no funding from ILO – Day 1 sustainability
- **Our.COOP**
 - Family of easy to use tools for considering, starting and managing coop, plus supporting members
- **Access to Finance – Laos SME**
 - World Bank funded initiative – linking BDS, LNCCI, and banks, to provide loans contingent on training participation
- **Other ILO projects – IE in India, Mexico cane farmers, market vendors in Nepal, sex workers in BKK and Mumbai**

On-going and Completed Initiatives cont.

- **PNG – Momase Region – SME Development**
 - Drafted, for support to marginalized communities, women and youth
- **Global Supply Chains**
 - Manufacturing in garment sector. Trade Union, Employer, Govt and NGO support to workers and small businesses in GSCs. Factory upgrading and worker support, as well as SME management
- **Post-crisis – post-disaster, post-conflict**
 - Package developed, concept note drafted for supporting post-crisis job creation and economic development
- **Migrants and refugees**
 - UNHCR/ILO/UMich collaboration – Ready for Business in Indonesia, expanding to Bangladesh, adapted for low literacy community
- **Women in STEM**
 - Soft skills training – adopted by Seagate, IBM, Accenture, Toshiba...

RESULTS

Straight Ahead



60+ partner institutions

No or little funding provided

100,000 Known participants

Many earn less than \$1 / day

Most never had access to training

Impact Assessment

7,000+ pre and post training surveys
427 Tracer studies (3 – 6 months)



- 61% report relationships with other group members had contributed to business start-up or improvement
- Less than 1% of youth under the age of 18 had successfully launched a business between C-BED and the tracer survey
- 82% report improved access to financial assistance after C-BED and 47% of these individuals attributed a high degree of causality in this outcome to C-BED



COMMONWEALTH



SPANISH RED CROSS



Bangsamoro Development Agency



Conclusions

- Complement existing programmes
- STOP programmes that are not SSIS
- Go broad and organic – who knows who the big partner is
- Work with policy initiatives for broader impact
- And again, we still need to figure out how to use tech – smartphones in particular

Thank you! Questions, comments....