



# ILO Training for Rural Economic Empowerment (TREE) Methodology

## 5TH SOCIAL PARTNERS SUMMIT

Developing, Implementing and Monitoring National Action Plans for Employment  
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*"Le Patronat Ivoirien"*



International Labour Organization

# Rural Areas : Facts and Challenges to Decent Work



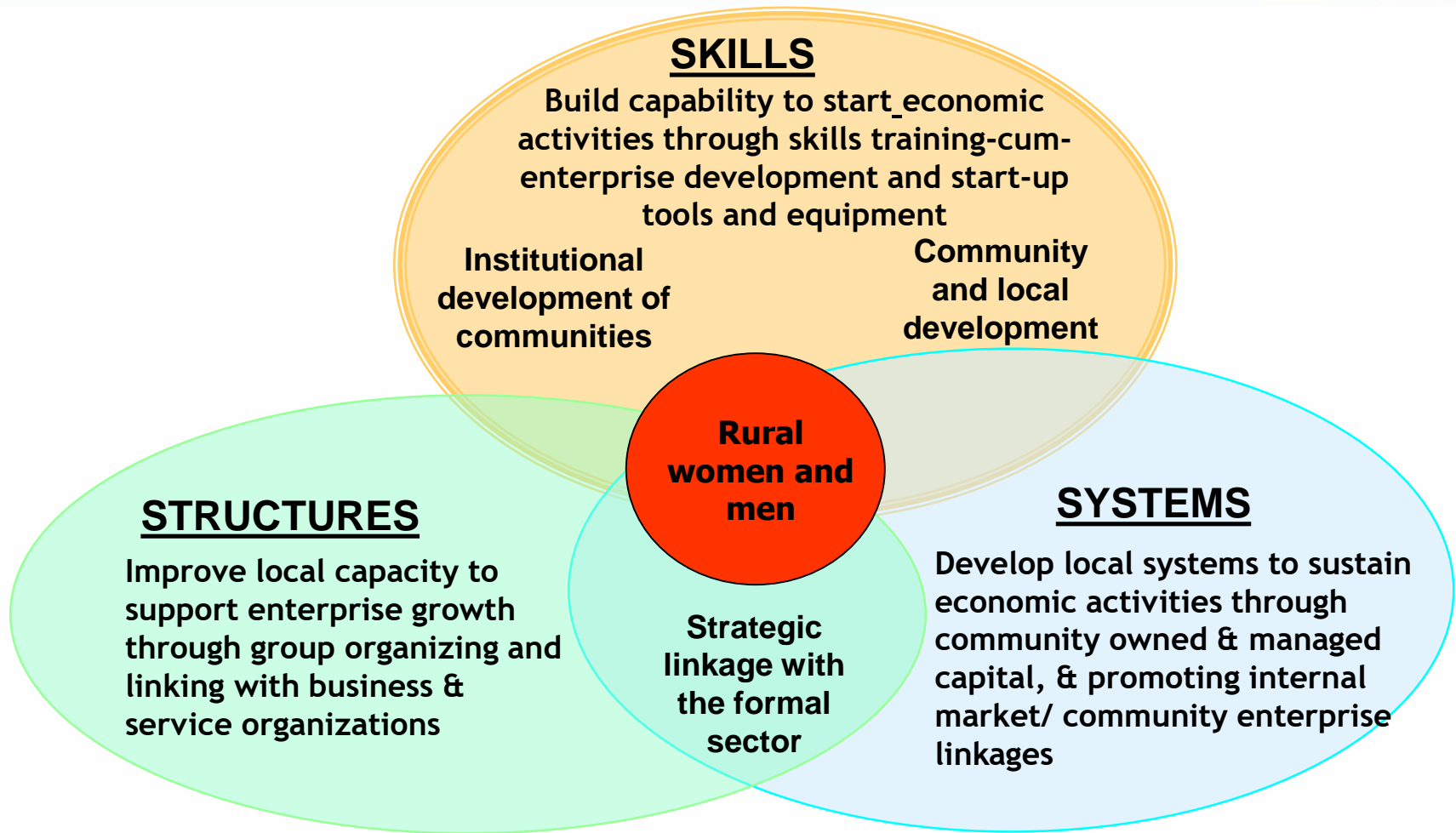
- $\frac{3}{4}$  of the world's poor live in rural areas (ILO, 2014);
- Weak labour market institutions;
- Inadequate infrastructure;
- Fewer educational opportunities and
- Underinvestment.
- Rural incomes are low;
- Lack of access to social protection;
- Absence of labor law coverage;
- High degree of informality and
- Rural women, persons with disabilities and young people are more vulnerable in their ability to access quality employment.

# Challenges of Education and Training in Rural Areas



- Both financial and non-financial barriers to attending training programmes (such as high transport costs and poor infrastructure);
- High levels of illiteracy and low levels of basic education;
- Unqualified teachers and inadequate equipment;
- Gender roles which discourage women and girls from accessing education, such as childcare responsibilities and
- Detachment from employers' needs leading to a mismatch between skills supply and labour market demand

# The TREE Response Strategy





1. **Concept** - TREE is not a training programme. It is a methodology for identifying economic opportunities and training needs in order to develop and implement training programmes.
2. **Focus** - specifically focused on disadvantaged social and economic sectors in marginalized communities that are not reached or served by formal or non-formal training systems
3. **Objective** – to help reduce poverty in the countryside and minimize rural to urban migration by increasing income opportunities in the rural informal economy
4. **Approach** - the methodology follows a systems approach of participatory needs assessment, training design and delivery, and organizing post-training support mechanisms
5. **Result of planning** - tailor-made training proposals that can be delivered by training providers in the communities, vocational training centers, small enterprises and larger firms
6. **Tools and instruments** - The assessment tools and instruments are simple, practical and designed to empower the target groups to use them with (initial) facilitation of local partners

# Two components of the TREE methodology



**Skills training and enterprise development component:**

**Build the capabilities of the poor and underprivileged population to identify, prioritize, plan and implement self-employment or wage-employment training projects**

**Community economic development component:**

**Build the capability of communities to link to, or manage local support mechanisms to expand and sustain their economic projects**

# Stages of the TREE Methodology



**Mobilization, organization, capability-building of partners**

**Training assessment, preparation of proposals**

- Community identifies self & wage employment opportunities
- Prepares training proposals

**Training designing, organizing & delivery**

- Training is delivered and trainees are provided with tools

**Post-training activities & follow-up**

- Self-employed trainees implement their projects. Others are employed in pre-identified industries, or as informal apprentices

**Organizing target groups & communities**

- Trainees plus other community members are (re) organized

**Linking/ Installing credit & market mechanisms**

- Market access
- Access to finance

**Mainstreaming with LED programs & formal sectors**

- Further skills upgrading, skills certification and/or further enterprise support

**Start Economic Activities**

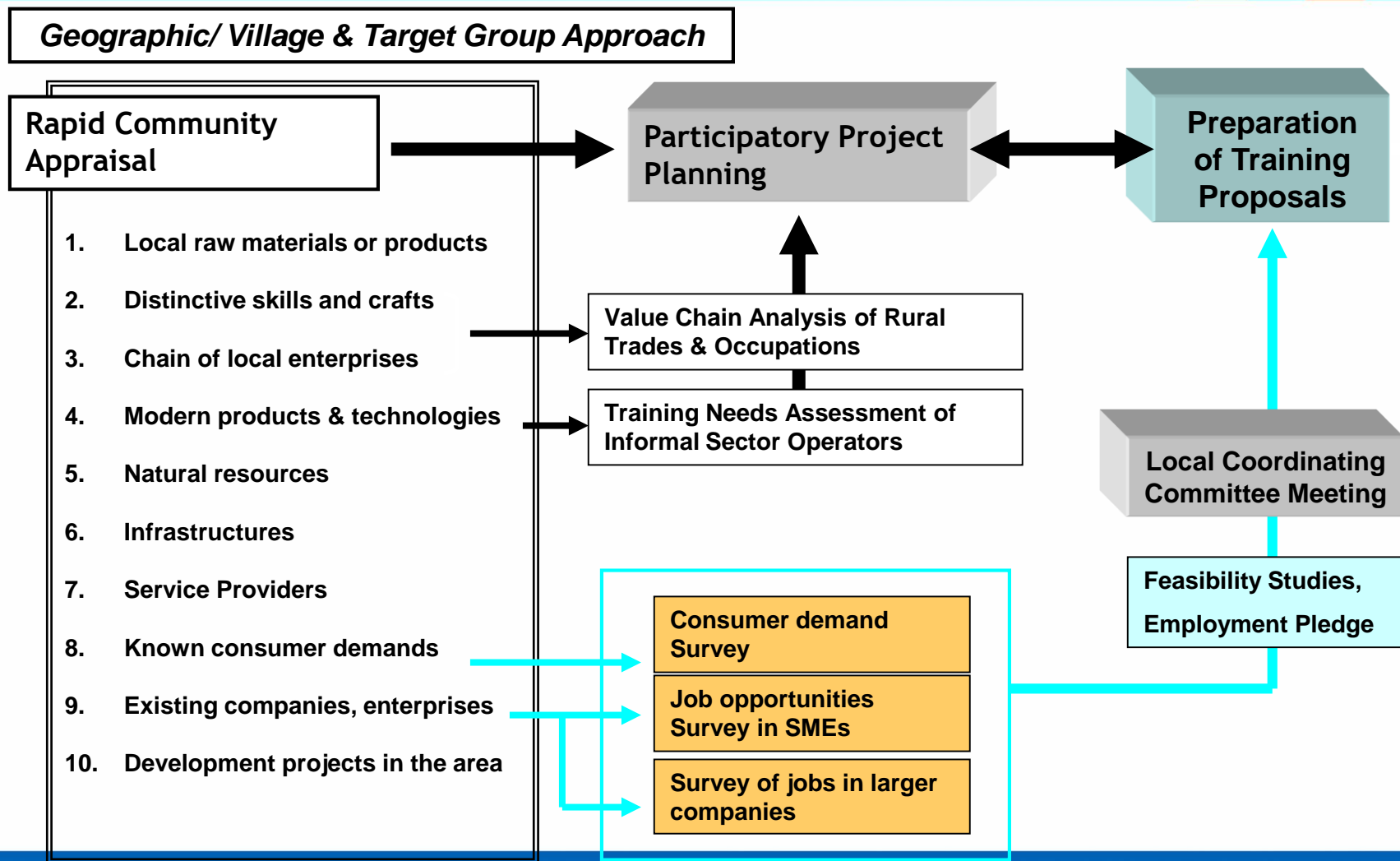
**Expand**

**Sustain**

**Project Performance Monitoring**

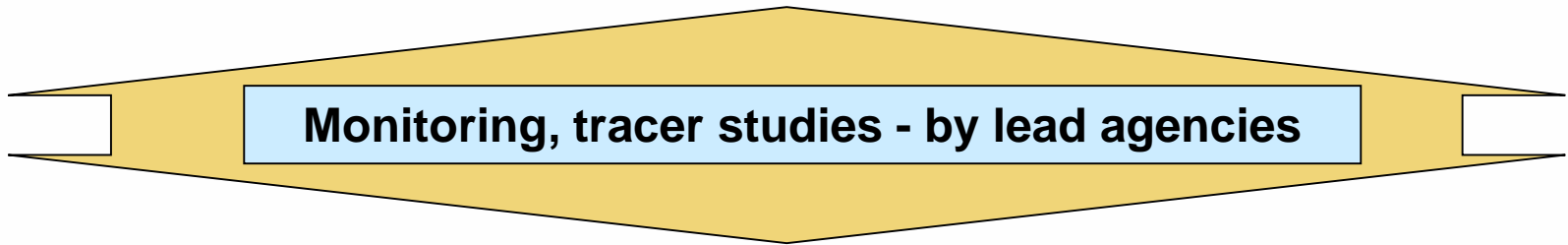
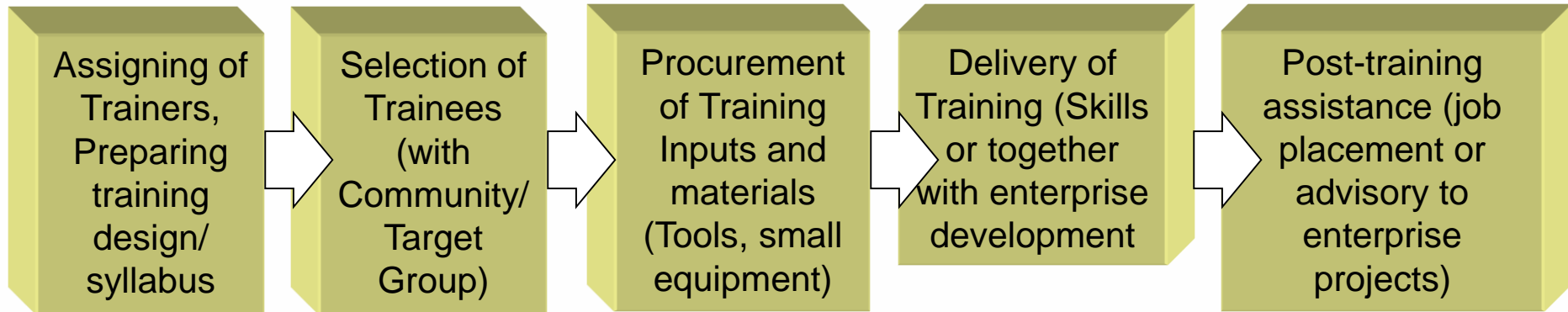


# Economic Opportunities and Training Needs Assessment Process





# Role of Institutions and Training Providers



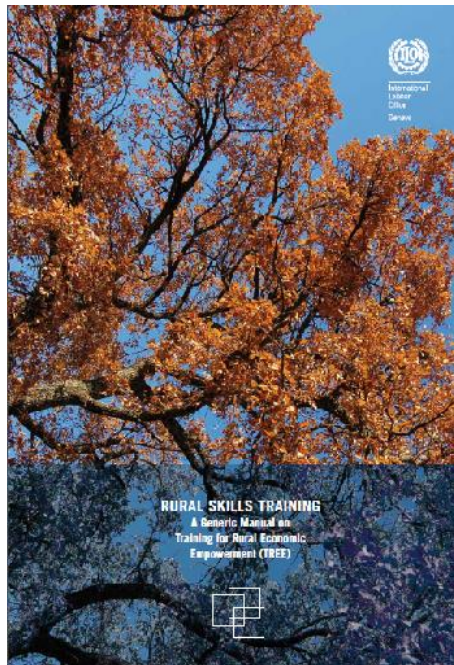
# Where has TREE been used?



Bangladesh,  
Benin,  
Burkina Faso,  
Indonesia,  
Madagascar,  
Niger,  
Pakistan,  
Philippines,  
Sri Lanka,  
Timor-Leste,  
and  
Zimbabwe

[https://www.youtube.com/watch?v=I\\_3UAMtEGrM](https://www.youtube.com/watch?v=I_3UAMtEGrM)

# More Information ?



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