



project funded by the European Union

ARCHIPELAGO

an African-European partnership
for vocational training



projet financé par l'Union européenne

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une initiative africaine et européenne
pour la formation professionnelle

ARCHIPELAGO Programme Training Session Indicators and glossary *Delft, 12.12.2019*

Programme mis en œuvre par





Indicators per project

At least 430 youth trained - 40% of female trainees and 30% returnees

At least 575 direct beneficiaries

TVET offer for selected sector and country is improved

Min. 3 new relevant services are developed and offered by BSOs

Min. 1 training provider and 2 BSOs are mobilised, trained & institutionally strengthened to provide new or better TVET services

Min. 90 company directors are trained/sensitized on work based learning

Min. 150 persons are trained in entrepreneurship

350 young people inserted in the job market

Min. 10% increase in membership of BSOs

Min. 30 local trainers are trained

Min. 80 MSMEs involved in activities promoting LED

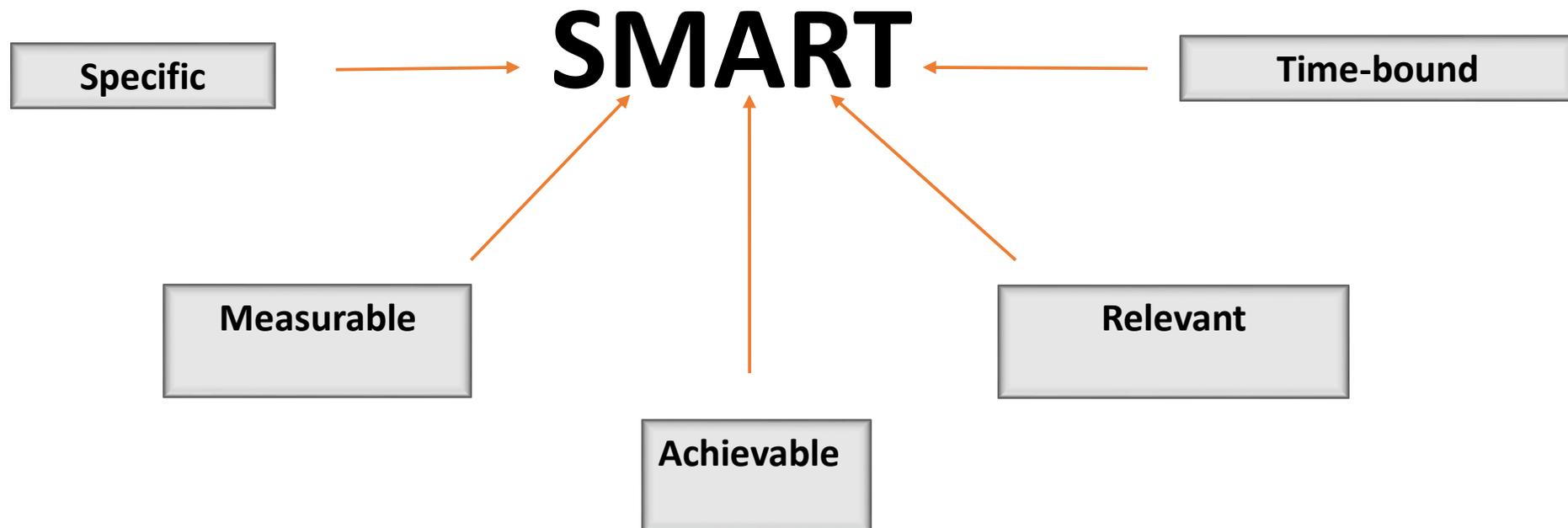
At least 1 local value chain is enhanced

BSOs involvement in PPD in at least 3 local business issues

Min. 80 SMEs involved in the identification of skills gaps



Indicators





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TABLE OF INDICATORS AND GLOSSARY



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Glossary

Term	Definition
Beneficiaries ARCHIPELAGO, direct	<p>Direct final beneficiaries: young people (between 15 and 40, 40% female, 30% returnees) with or without occupation, returnees, formal and informal (in the process of formalization) MSMEs in the countries</p> <p>Direct intermediary beneficiaries: private sector intermediary organizations, training centers/training providers, employment promotion agencies. (Guidelines)</p>
Beneficiaries, indirect	Communities, families, organizations and businesses where the actions take place benefitting from the economic growth leading to job creation. (Guidelines)
Dual technical and vocational education and training (TVET)	Education and training combining periods in an educational institution or training centre and in the workplace. The alternance scheme can take place on a weekly, monthly or yearly basis. Depending on the country and applicable status, participants may be contractually linked to the employer and/or receive a remuneration. (CEDEFOP – European Centre for the Development of Vocational Training)
Insertion into the job market	Process which allows an individual, or a group of individuals, to enter the labor market in conditions conducive to obtaining a job. (Larousse)



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Term	Definition
Jobs, formal	Persons in formal jobs work in the formal sector. Formal jobs involve economic activities which are registered by the state; employee and employer thus contribute to the national taxation system. A contractual relationship exists between the employee and the employer which entails rights and responsibilities for both parts. The state controls the compliance with national and international labor law. (spektrum Lexikon)
Jobs, informal	Persons who have an informal job work in the informal sector. These are economic activities which are not registered and controlled by the state. Therefore, there is no legal enforcement possibility when national and international labor law are not respected. Due to the absence of a labor contract, there are no legally stipulated rights and responsibilities nor for the employee neither for the employer, which entails precarious social and work situations especially for the employee, i.e. no social security, no stipulated period for notice of dismissal etc. (spektrum Lexikon)
Learning/training/education, formal	Learning that occurs in an organized and structured environment (such as in an education or training institution or on the job) and is explicitly designated as learning (in terms of objectives, time or resources). Formal learning is intentional from the learner's point of view. it typically leads to certification. (CEDEFOP)
Learning/training/education, informal	Learning resulting from daily activities related to work, family or leisure. It is not organised or structured in terms of objectives, time or learning support. Informal learning is in most cases unintentional from the learner's perspective. (CEDEFOP)



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Term	Definition
Learning/training/education, non-formal	Learning embedded in planned activities not explicitly designated as learning (in terms of learning objectives, learning time or learning support). Non-formal learning is intentional from the learner's point of view. (CEDEFOP)
New jobs created	New positions with new job descriptions created in a company specifically for the new employee or any new contractual relation between employer and employee or newly founded companies by entrepreneurship programs' participants.
Return migration	Migration bringing a person back to their place of departure (country of origin or place of usual residence) after a minimum period of one year. (International Organisation for Migration)
Skills gap	Skill Gap is the difference in the skills required on the job and the actual skills possessed by the employees.

Glossary



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Term	Definition
TVET Trainer	Trainers are responsible for planning training content and schedules and for conducting in-company vocational training programs. Only those persons who have the requisite personal and professional qualifications may provide vocational training. (BIBB - Bundesinstitut für Berufsbildung)
TVET Training of trainers	TVET Training of Trainers are offered to teach the most important skills and competences that trainers need and to prepare them for the trainer aptitude examination. The trainer aptitude examination assesses the most important skills and competences for trainers. The required competences are outlined in four areas of activity which follow the structure of their training: 1. Assess vocational training requirements and plan training, 2. prepare training and participate in trainee recruitment, 3. conduct training and 4. conclude training. (BIBB)
Work-based learning	Acquisition of knowledge and skills through carrying out – and reflecting on – tasks in a vocational context, either at the workplace (such as alternance training) or in a VET institution. (CEDEFOP)