

2018  
**Social  
Protection  
Conference**  
KENYA



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# **Social Service Workforce Development in Ethiopia**

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# Social Service Workforce Development in Ethiopia

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# Outline of the presentation



- Policy provisions for social service workforce development
- Strategic planning – the Joint Action Plan
- The National TVET strategy and its contribution
- Multi-sectoral collaboration



# Policy



- Growth and Transformation Plans I and II recognize skilled workforce as a key strategy for service provision to the vulnerable.
- National Social Protection Policy/Strategy (2014/15) and Social service workforce development- five focus areas
- Social service workforce development is one of the key instruments for implementation of the social protection policy/strategy



# Workforce planning



Ministry of Labour and Social Affairs (MOLSA) leading the development of the Social Service Workforce system is informed by Joint Action Planning between MOLSA, the Ministry of Education and the National Technical Vocational Education and Training Agency

- Three goals (Goals 1 & 3 are directly relevant for **social service workforce** development

## Goal 1

Capacitating **middle and lower level**, existing and potential incoming professionals of the Labour and Social Affairs Sector

## Goal 2

Capacitate small and micro enterprises in labour and social affairs sector

## Goal 3

Capacitating **higher level**, existing and potential incoming professionals of the Labour and Social Affairs Sector



# The National TVET Strategy



Training and education of middle and lower level professionals is guided by the National Technical Vocational Training and Education Strategy (2008)

## *National TVET System*

An outcome-based education and training system which identifies “competences needed in the labour market” and converts them into “the final benchmark of teaching, training and learning” (GoE TVET Strategy 2008)

# Outcome-based approach



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Labor Market

Occupational Standards

Occupational Assessment & Certification

Regulated by TVET Executive Bodies (with participation of stakeholders)

Support of curriculum development: curriculum development manual, model curricula,

TVET Delivery

Formal TVET delivered by public and nonpublic providers, enterprises, as cooperative training, etc

Long & short term, non-formal TVET programmes delivered by public and nonpublic providers, enterprises, etc.

Informal TVET, on-the-job training, self learning, traditional, apprenticeship, and other modes of TVET



# Prioritized occupations



- Social work
- Counselling and guidance
- Community Development work/service
- Special needs services
- Social security services
- Employment and Labour market services
- Labour Relations services
- Occupational safety and health services

## National Occupational Standards

“define the outcome of all training and learning expected by the labour market, and will form the benchmark of all quality management within the TVET system.”





# Multi-sectoral collaboration



- MOLSA as a coordination sector for Social Protection needs to work with multiple sectors to implement the Social Protection Strategy.
- Services under each sector requires different set of skills and knowledge
- MOLSA will be working with key sectors like Food Security, Employment Promotion, Education, Health, Women and Children's Affairs and Justice to develop the social service workforce within them to support the roll out of the SP Policy
- Engagement of professional associations to strengthen the technical knowledge and continued professional development of socials service workers





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**THANK YOU FOR YOUR TIME**

