

Partnership Snapshot: Nepal Yarn Manufacturers' Association

Enabling growth of yarn manufacturing industries through apprenticeship-based training

The partnership between UKaid Skills for Employment (सीप) Programme and Nepal Yarn Manufacturers' Association (NYMA) is supporting the yarn manufacturing industries in Nepal to expand their production and export capabilities by developing and upgrading skill sets of workforces in various job roles required in yarn industries through apprenticeship-based skilling.

Like the yarn industry, the entire manufacturing sector in Nepal is crucial for the country's economic prosperity while the sector is integral to the government's growth priorities. Capacity of this sector to consume a skilled workforce is abundant. Yarn is among Nepal's top three exporters and the industry has an even bigger growth prospect while further bolstering the nation's economic development as well as employment generation goals. Despite these prospects, the industry, like the wider manufacturing sector is faced with a lack of skilled workforce. The workforce gap has to some extent been filled by foreign labour forces. But especially in the wake of the coronavirus pandemic and as the foreign labour forces fled back home, the realization to enable skilled Nepali workforce has been further cemented, given its direct linkage to sustained production capability of the industry as well as sustained livelihood creation for Nepalis within the country. UKaid सीप's Sectoral Skills Gap Analysis 2018 – 2019 also reveals that skill-related challenges affected productivity and growth of 56% of the firm-level survey respondents, mainly manufacturing industrialists.

To overcome such challenges—over the course of partnership pilot phase between December 2019 to April 2021—with catalytic technical and co-investment support from सीप, NYMA led multi-factory skills development initiatives to address skill gaps and workforce demands of yarn and knit-wear industry, bridging some of the biggest skilling miss-matches through introduction of apprenticeship-based skilling models; capacity building of instructors and master craft persons; developing industry-aligned curricula; and emphasizing on the integration of gender and social inclusion lens into skilling and workforce. Upon successful completion of the pilot phase, this partnership has now ameliorated to scale-up phase.

Key Pilot Phase Achievements

Some of the key achievements during pilot phase are:

- Skilled and placed 3,852 people—in combination of upskilling existing workers and new workers—of which 1,256 were women and 3,230 were disadvantaged groups.

KEY FACTS:

Duration:

Pilot Timeline: December 2019 - April 2021

Scale-up Timeline: December 2021 - July 2024

Geographic coverage: *Madhesh and Lumbini Province*

Scale-up Target:

- At least 7,326 people skilled and placed.

Key Outcomes from the pilot phase:

- 3,852 people skilled and placed, in various yarn production job roles, 84% of which are DAGs and 32% women.
- Co-developed and introduced market-aligned industry-led curriculum and standardized NYMA certification for skilled trainees.
- Developed, enhanced and expanded skilling infrastructure as well as women-focused infrastructures.
- Integrated GESI into skilling and employment initiatives to avail skilling-linked gainful employment for more women, as well as DAGs across all partner industries.
- Developed and introduced safeguarding guideline, being adopted by five factories.



Skilled graduates who are placed at Reliance Spinning Mill at Biratnagar, preparing final yarn rolls for packaging.

- Introduced apprenticeship skilling models in yarn industries, and enhanced capability of instructors leading to bridge the skill gaps and increased availability of skilled workforce, increased production and productivity in value and volume catering to local and international market demands.
- Collaboratively developed and introduced market-aligned industry-led integrated apprenticeship curriculum, covering five key job roles along with soft skills components, and standardized NYMA certification.
- Established, expanded, and enhanced infrastructure especially targeting the underserved regions, and marginalized segments of society. As part of this, more structured skilling infrastructures are in place. In order to create a more enabling environment for the women, women-focused services/infrastructures such as free accommodation facilities; childcare and nursing facilities; separate women's restrooms areas, local transportation facilities, among others were established/upgraded.
- Through a focused GESI approach, more women employees are skilled and placed. Women trainees were recruited for the first time in Triveni Spinning Mills' 20 years' operation history, and in 16 years' history of Jagadamba Spinning Mills. Disadvantaged groups facing spatial barriers such as geographic inaccessibility are brought in folds of skilling initiatives followed by placement through deeper marketing and outreach penetration and community as well as media mobilization in collaboration with local governments, Employment Service Centres, civil society organizations, local media, cooperatives, among other actors.
- Created safer and more conducive working standards/environments adopting stronger safeguarding measures through development and roll-out of collective Safeguarding Guideline against Sexual Exploitation, Abuse and Harassment.

Key Scale-up Activities

Building on the learning, and success coupled with tested and proven skilling-linked job creation model during pilot phase, and to further expedite the growth of the yarn industry, UKaid सीप - NYMA has graduated to scale-up phase from December 2021 until July 2024. To achieve greater scale in job creation, the partnership will work to expand job space to meet increasing production demands of the industry, enabling skilled workforce base through effective industry-driven apprenticeship-based training models, while also striving to replace foreign workforce by skilled Nepalis; onboarding and skilling more women and tapping into the marginalized segments of Nepali communities—working in tandem with the NYMA industry partners Jagdamba Spinning Mills, Jay Spinning Mills, Triveni Spinning Mills, Tricot Industries and Reliance Spinning Mills. The scale-up encompasses the below key activities:



- Skill and place at least 7,326 people—in combination of new jobs, upskilling and reskilling/multi-skilling—with at least 42% women and 62% from disadvantaged groups.
- Build on industry-led curricula adoption and certification approach to create linkage with the government stakeholders such as CTEVT/NSTB for wider recognition and institutionalization of the skilling system.
- Expand and improve inclusion and safeguarding at the factories with added impetus on concerted effort with local governments, CSOs, ECS, NGOs, local media, among others to onboard women, DAGs including people with disabilities from rural communities; developing more women instructors/trainers and supervisors; enhanced and expanded accommodation and boarding facilities to onboard more women—with safety and security beefed up—expanded child-care and nursing facilities/infrastructures in place; and with targeted onboarding and retention strategies for women trainees and workers including strengthened safeguarding systems.
- Improve training delivery and management capacities at the factories through enhanced training and HR capabilities at the factories; Training of Trainers (ToTs) for instructors, supervisors, and HR team on training delivery and pedagogy; improved state-of-art training facilities with adequate, quality training equipment/tools and teaching materials.