Partnership Snapshot: Nepal Yarn Manufacturer's Association
Skills Development Leading to Employment

Partner Industry Name	Skilling Target	Job roles
Reliance Spinning Mills, Sunsari, Province 1	2,002	Pre-Spinning Operator, Maintenance & Engineering Technician, Multi-utility Technician, Dye House Operator, Packing and Dispatch Operator, Shift Supervisor, Multi-Skill Supervisor, Quality Control Supervisor
Tricot Industry, Morang, Province 1	270	Computer Knitting Assistant Operator Linking/Stitching Assistant Operator Hand hemming Assistant Inspection Assistant
Triveni Spinning Mills, Birgunj, Province 2	1,001	Pre-Spinning Operators, Spinning assistant operator, Spinning operators'
Jagadamba Spinning Mills, Rupandehi, Province 5	504	Pre-Spinning Operators ; Spinning operators, and Supervisors
Total	**3,777**	

Scale up Phase – 10,000

Nepal Yarn Manufacturer's Association (NYMA), established in 1997 aims to promote the interest of yarn industries to continue expanding their production and export capacities. Skills development is integral to NYMA's operations, especially in light of its growth goals.

With catalytic technical and co-investment support from UKaid Skills for Employment Programme (सीप), NYMA leads a multi-factory skills development initiative designed to address skill gaps and workforce demands of the yarn and knit-wear industry. This collaborative partnership has upgraded the training infrastructure and capacity at the factories and generated gainful employment. The four key partner industries viz. Reliance Spinning Mills, Triveni Spinning Mills, Jagdamba Spinning Mills and Tricot Industries has trained total of 1,450 people (Dec. 2019-June 2020) in various job roles and employed in respective partner industries.

Summary of Activities

1. **Organise Leadership and Human Resource Management training** for factory owners, managers, and supervisors to improve and institute worker-friendly practices that lead to better worker retention, professional growth, and optimum productivity levels.
2. **Expand and improve training infrastructure** at the factories by developing adequate training environment, such as adding necessary equipment, training spaces, accommodation for women etc.
3. **Capacity building workshop for trainers** at the factories to boost their training delivery capacity (via structured Training of Trainers-ToT) on both hard skills and soft skills.
4. **Co-develop an integrated curriculum** – featuring technical and relevant soft skills – and methodology at the factories with standardisation for assured quality, where relevant, for job roles that are common across the industries.
5. In partnership with local government/Employment Service Centres (ESCs), local community-based organisations and NGOs working for women and DAGs, public schools, and training institutions **mobilise trainees** through targeted, impact-oriented marketing, communication**,** and collaborations, generating interest and enrolment in the training opportunities.
6. **Conduct 1-6 months training for job seekers**: The training duration will depend on the job role - material handler, spinning operator, dye house operator, packing and dispatch operator, shift supervisor, quality control supervisor, computer knitting operator, linking/stitching operator, and hand hemming etc.
7. NYMA in collaboration with national public institutions like the National Skill Testing Board (NSTB) and National Skills Qualification System (NVQS) will **facilitate and encourage recognition of the improved curriculum** and certification with national and international bodies.
8. **Facilitate job placements** with certification by the partner industries for successful graduates of the training programme.

Up-graded training facilities at Tricot Industry

Female Trainees at Triveni Spinning Mills for the first time in the history of 20 years of establishment

SUMMARY OF OTHER KEY PARTNERSHIP ELEMENTS

Key Achievements:
- Introduction/improvement of market-aligned curriculum and NYMA certification
- Forging collaborations with other system-stakeholders – Local Government, NGOs, ESCs, forest groups etc.
- Marketing and communications campaigns to inform and influence key stakeholders- Local advertisements, National newspaper advertisement, pamphlet distribution
- Infrastructure development/expansion specially to underserved regions – structured training hall with proper branding, women hostel renovations at Triveni and Reliance; new machines at Tricot

Key Innovations:
- Women trainees hired and recruited for the first time in Triveni Spinning Mills' 20 years of operation
- Special shifts introduced to meet women trainee's requirement and increase recruitment in all partner industries
- Renovations of women/boys' hostel and changing rooms
- Planning for virtual training of trainers

Sustainability and Scalability:
- Planning for expansion of factories across all industries.
- Possibility to capture 15,000 more beneficiaries in the next 3 years. Planning to place more than 11,200 trainees across all industries during the scale-up phase.
- Replacing Indian migrant workers with local labourers in the factories across all four partner industries.

Inclusion and Safeguarding:
- Three factories i.e.Triveni Spinning Mills, Reliance Spinning Mills, and Tricot Knitting Industry have been able to train and place 338 women workers in their factories, making 10% of total targeted beneficiaries. Jagdamba is also introducing various strategies such as introducing different working shifts for women trainees, collaborating with local NGOs and forest groups, to place over 100 women within the factory in the month of September 2020
- There is individual pre-screening process adopted by industries to mobilise and on board more DAGs across all partner industries
- NYMA has also developed a consolidated Safeguarding Policy which will gradually be introduced industry-wise. Final approval on progress

Value for Money:
- *Economy*: Better production
- *Efficiency*: Trainers capacity and co-investment capabilities is ensuring the project's longevity
- *Effectiveness*: 50% co-investment; 1,450 trained and 1,008 employed until June 2020; NPR 1,77,72,711 spent till May 2020
- *Equity*: 800 DAG beneficiaries, including 338 women

Key Risk and Challenges:
- Effects of COVID-19 in running full capacity of factories and training since Indian migrant labourers have gone back home. Many of the remaining labourers are also not coming to work. Therefore, there is a huge employee gap in the industries.
- Compared to specialised and skilled workers, there is an increase in raw material wastage and mechanic faults due to newcomers in factories
- Challenges in onboarding more women trainees and workers, especially in Jagdamba Spinning Mills

Lessons Learnt:
- Prior to this project, the employers did not take a systematic approach to hiring more women, people from socially excluded groups or youths. Because of the project's intervention, more women and youths are now given job opportunities at the factories and are being empowered
- Onboarding of more women is possible with the introduction of special provisions such as separate accommodation and washroom facilities and changing room as well as security arrangements. The results of women workers has been exemplary so far and the senior management from all partnering industries opine that women are more honest and productive and give better results when compared to men working at the factories
- Partial operation and in-house training is possible even during the lockdown period provided the residence services are inside industry. Following these protocols, Reliance has been running the trainings and placement is also underway for these trainees