



# BOLIVIA

**FAUTAPO  
EDUCATION FOR DEVELOPMENT**

**OIT/CINTERFOR**

**TRINIDAD TOBAGO - JULIO 2013**



# History of the Institution



FAUTAPO was created in 2003 with the objectives of helping boost production and employment in a sustainable environment in Bolivia, with equity and solidarity, through the training for production and the production with adequate training, thus improving social and economic empowerment of men and women and the institutional strength of the actors involved.

It promotes a professional and technical preparation related to production, with an approach based on training based on abilities (FBC).

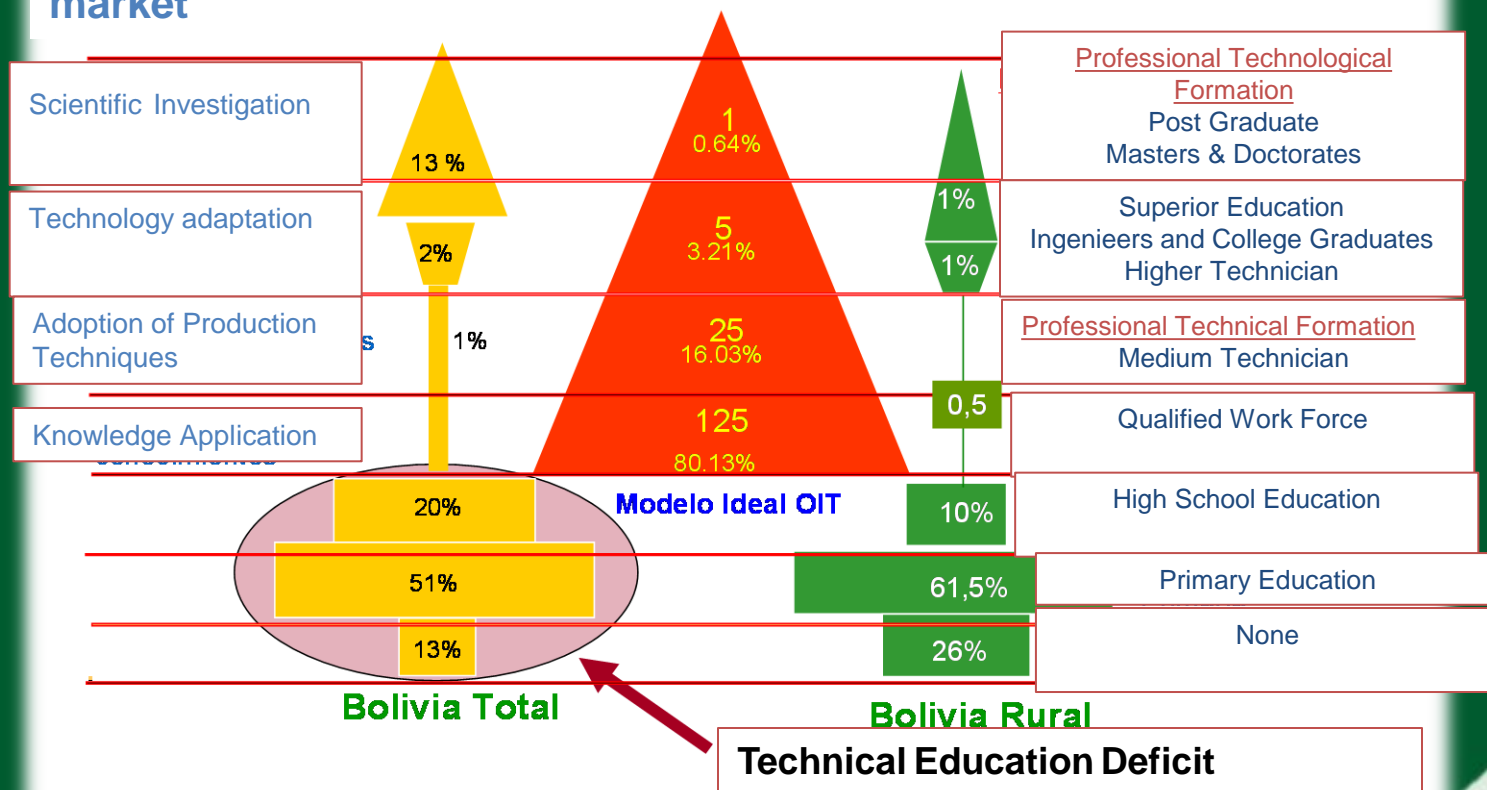
# Intervention Areas



# Condition of the Education for Production

Knowledge management in job market

Certification levels



# STRATEGY FOR INSTITUTIONAL INTERVENTION

## SOCIAL AND LOCAL ECONOMIC DEVELOPMENT

Sustainable- with Equity - with Solidarity

### LEADING PRINCIPLES

- Employability and citizenship
- Gender equity
- Entrepreneurship
- Interculturality
- Environment and appropriateness
- Quality and appropriateness

### TERRITORY (Municipalities)



### STRATEGIC AXIS

1. Development and strengthening of integrated training processes that encourage sustainable production.
2. Institutional strengthening and net making
3. Knowledge management on production, training and impact on public policies.

#### COMPONENTS:

Comprehensive training for employment and entrepreneurship

Boosting of productive units, both in rural and urban areas

Development of marketing and merchandising strategies.

Strengthening of the training and production services offer.

Promotion and strengthening of networks and strategic alliances in multiple actor levels, both public and private .

Impact in public policies.

#### RESULTS:

Men and women trained with a job or an entrepreneurship

Boosted Productive Units strengthened in their productive processes with developed strategies in marketing and merchandising.

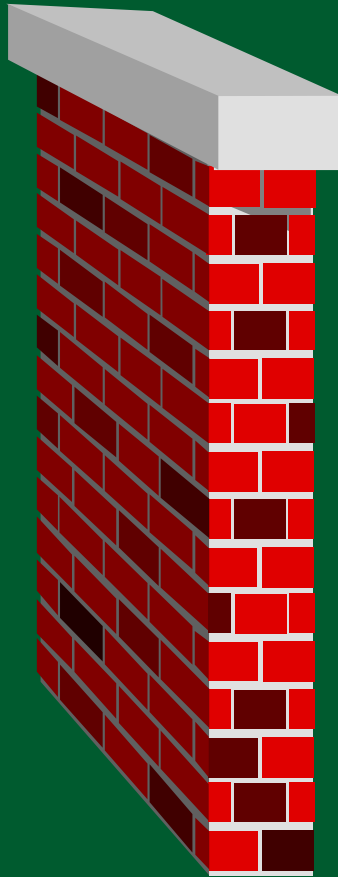
Available offer of training in production and services that are adequate for the social and productive context.

Public and private networks and strategic alliances that are strong and well connected.

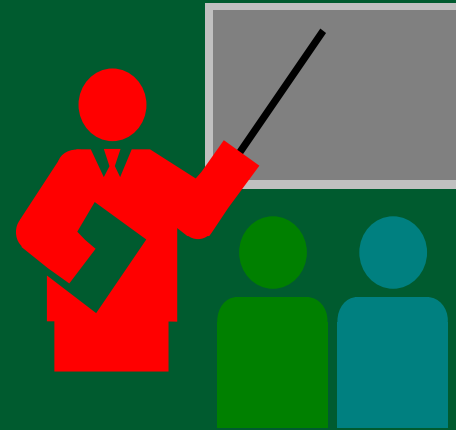
Local economies boosted through improvement and impact on public policies.

# Strategic Challenges

Production and  
Labor Universe

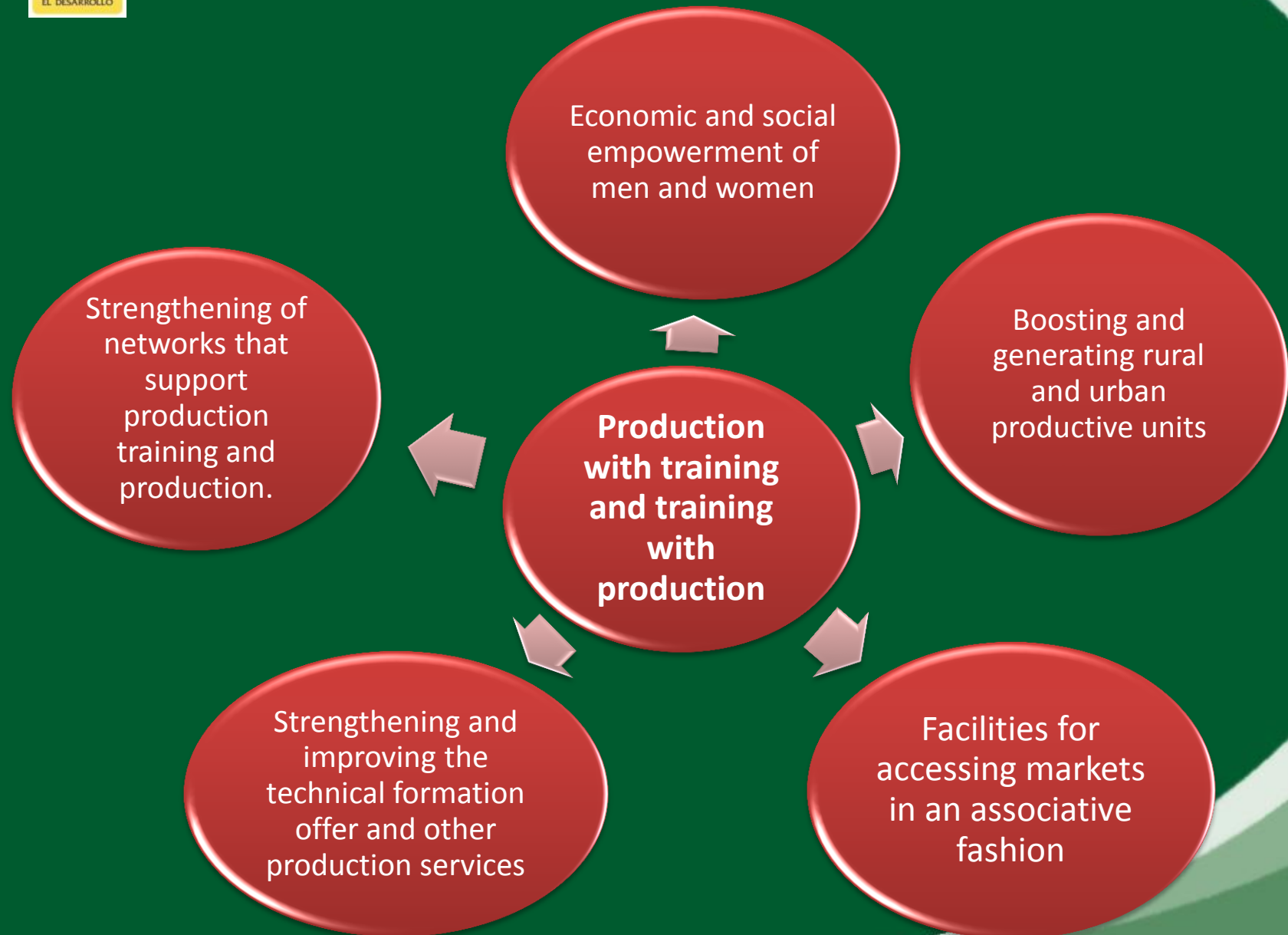


Educational  
Universe





# Elements of the Institutional Strategy

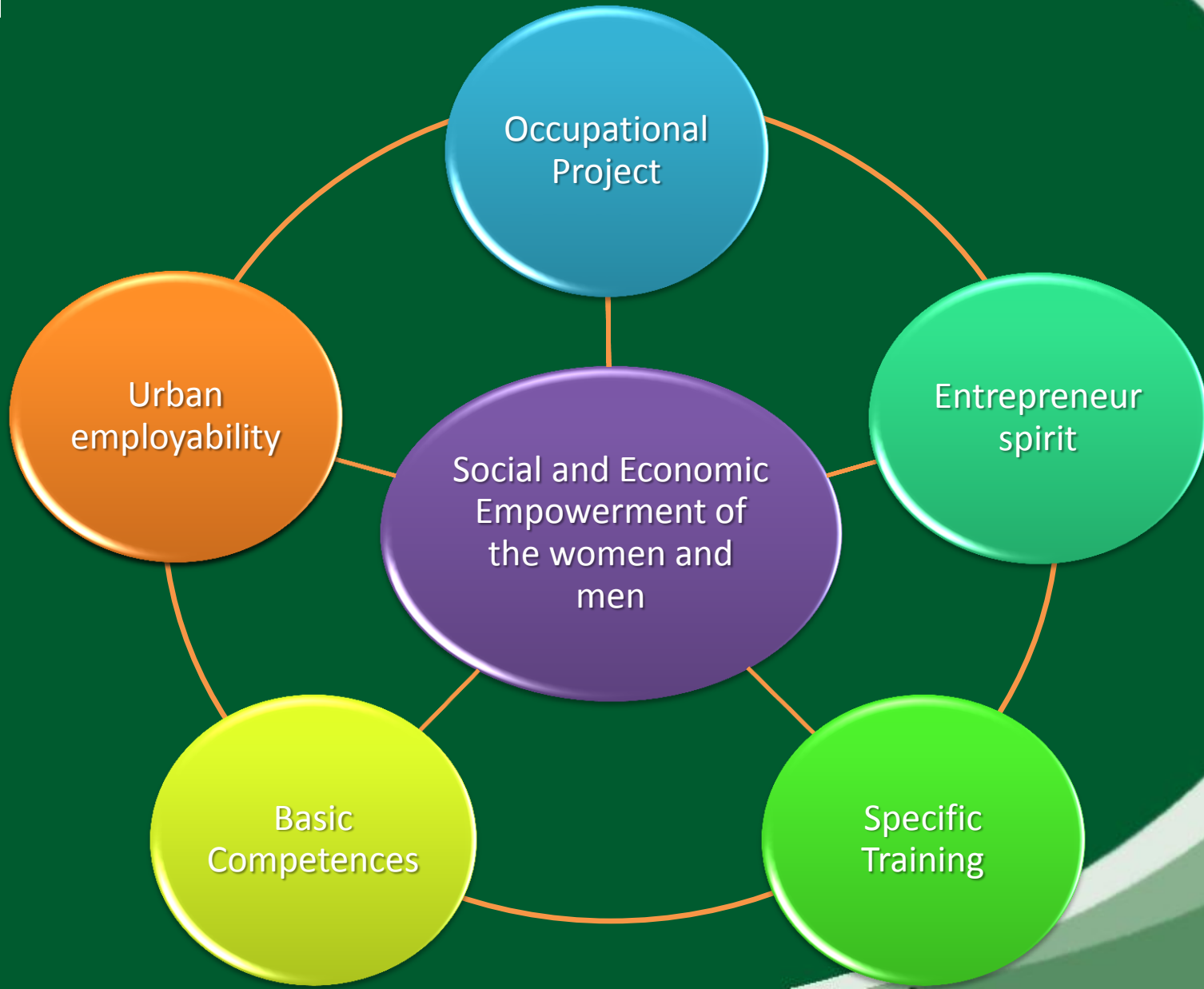


# Transversal approaches





# Integral Training





# Employability and Citizenship

## Leading principle of our Institutional Strategy

The different projects and programs implemented by FAUTAPO, are inside the reference frame for the improvement of employability, quality and equity proposed by OIT/CINTERFOR

# Conceptual Criteria of OIT/CINTERFOR & FAUTAPO's actions

<b>Framework concept criteria</b>	<b>Application of concepts by FAUTAPO</b>
<p>Comprehensive and integrated approach of the Labor world and Professional Training.</p>	<p>The training programs are pertinent with productive sector demand, to the local growth potentialities, developing context analysis and diagnosis before the construction of the training curricular program for a comprehensive training and the support of workers and producers.</p>
<p>Double pertinence: with the social and productive environment and the targeted subjects.</p>	<p>The productive sector demands and their characteristics and the demands of the target groups and persons, are taken into account into the training offers, betterment plans for production and other developed didactic materials.</p>
<p>Gender perspective and social equity</p>	<p>Policies and strategies of positive discrimination are taken into account (exclusive services for women, economical support, child care facilities). Women are encouraged to participate in areas that were thought exclusively male oriented. Complementary information and use of services to reconcile family and work life are offered.</p>

# Conceptual Criteria of OIT/CINTERFOR & FAUTAPO's actions

<b>Framework concept criteria</b>	<b>Application of concepts by FAUTAPO</b>
<p>Permanent learning, training for competences for employability, gender equity and citizenship.</p>	<p>Comprehensive training processes implemented, where the development of generic competences is the differentiating element between them and other training offers available. Development of three different modules for the development of generic competences: Occupational Project, Employability and Citizenship; Entrepreneurship.</p>
<p>Quality and equity: important interdependent dimensions of training policy.</p>	<p>All the training processes adhere to the parameters determined by the EFBC in human resources, didactic resources, infrastructure and equipment.</p> <p>Information channels to determine satisfaction levels of the participants are available (interviews, online queries, network use, etc.).</p> <p>Supervision, evaluation and monitoring processes are applied throughout the whole implementation phase.</p>



PROGRAMA DE FORMACIÓN  
TÉCNICA LABORAL PARA JÓVENES BACHILLERES



# Módulo de Proyecto Ocupacional

Technical Work Training  
Program for Young High  
School Graduates.

## Occupational Project Module Facilitators Guide

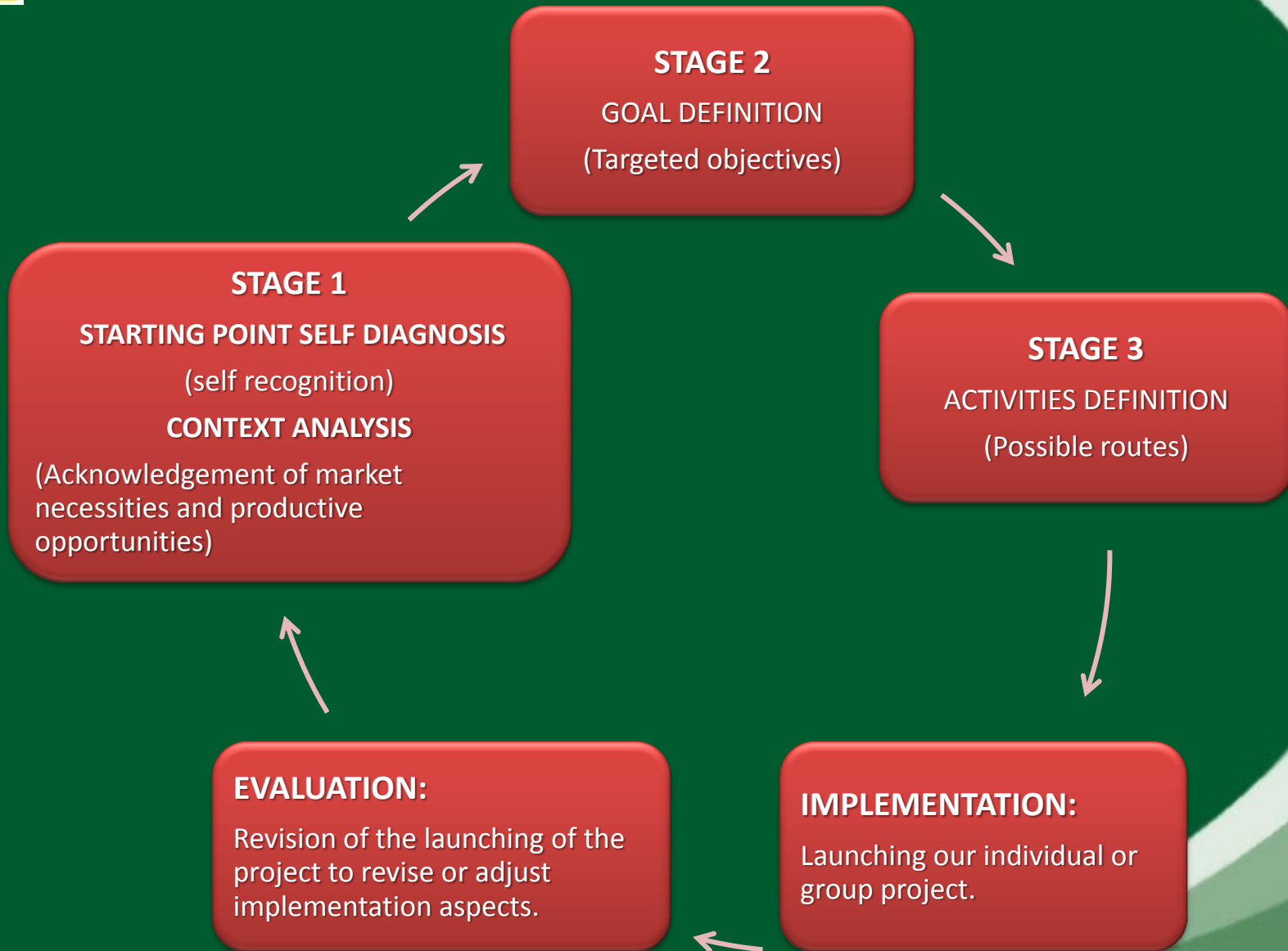
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[http://www.fundacionautapo.org/descargas/MODULO\\_PROYECTO\\_OCUPACIONAL.pdf](http://www.fundacionautapo.org/descargas/MODULO_PROYECTO_OCUPACIONAL.pdf)

<http://www.oitcinterfor.org/recurso-did%C3%A1ctico/m%C3%B3dulo-proyecto-ocupacional-gu%C3%ADa-facilitadores-as-fautapo>



# Occupational Project Stages





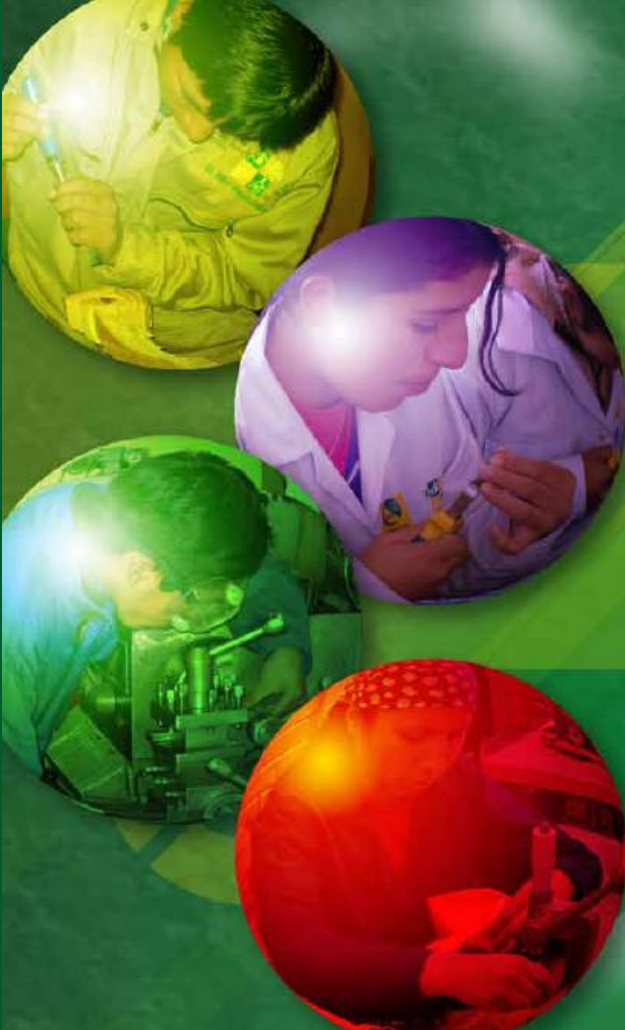
# Occupational Project Module Competences Unit

1.- Define and characterize the starting situation related to employability integrating people and environment particularities.

2.- Define achieving goals for the occupational project and design strategies related to the personal situation and the productive context.

3.- Planing of the activities to achieve employment, incorporating time and other necessary resources and monitoring modalities.





# Módulo de Formación en Competencias de Empleabilidad y Ciudadanía

Training in  
Competences  
for  
Employability  
and  
Citizenship  
Module



[http://www.fundacionautapo.org/descargas/MODULO\\_EMPLEABILIDAD.pdf](http://www.fundacionautapo.org/descargas/MODULO_EMPLEABILIDAD.pdf)

<http://www.oitcinterfor.org/publicaci%C3%B3n/m%C3%B3dulo-formaci%C3%B3n-competencias-empleabilidad-ciudadan%C3%ADa>

# Employment and Citizenship Competences Catalog

**Key purpose:** Increase and strengthen the attitudes, knowledges, abilities and skills of men and women so they may perform as builders and detectors of opportunities, trough the design and management of a viable life project, training and employment that will change an unsatisfactory starting point and will help them march towards AN improved future.





# Citizenship and Employability Module

## Competences Unit



1.- Diagnose the productive, labor and social environment, critically analyzing its characteristics, requirements and opportunities.

2.- Self diagnose the starting point situation of women and men, evaluating the subjective and objective factors that influence into entering the job market and the professional and occupational development, seeking an improvement of life quality.

3.- Characterize the problem or problematic situation in need of changing for training or employment, identifying its strengths, weaknesses, opportunities and threats through the personal and environmental diagnosis performed.

4.- Elaborate an action plan or improvement plan for all the objectives, goals, opportunities, strategies and activities proposed in order to transit the unsatisfactory present into a desired and possible future.

5.- Manage, monitor and evaluate the training and employment program (PO) in order to achieve the objectives and goals proposed in a more efficient manner.

# To increase and improve the employability it is required to:

<b>Learn to learn</b>	<ul style="list-style-type: none"> <li>- A good grasp of reading skills, oral and writing expression and applied mathematics.</li> <li>- An ability to situate and comprehend, in a critical manner, the reality data available through different sources.</li> <li>- A capacity to elaborate criteria for choosing and organizing information. A capacity to revise and reformulate concepts, beliefs, to recognize self limitations and obstacles.</li> <li>- A Capacity to continue to acquire new concepts and abilities, presenting a commitment for self learning...</li> </ul>
<b>Learn to do</b>	<ul style="list-style-type: none"> <li>- To be able to operate on reality, to put in practice acquired knowledge and skills in previous work experiences and apply them in new activities and situations.</li> </ul>
<b>Learn to be</b>	<ul style="list-style-type: none"> <li>- To strengthen identity, to eliminate self-limitations, to improve self esteem and self respect, to surpass mental and social barriers.</li> <li>- To develop self responsibility, self regulation and prominence in the training and employment processes.</li> </ul>
<b>Learn to coexist</b>	<ul style="list-style-type: none"> <li>- To recognize and tolerate differences, work in a team, take and share responsibilities</li> <li>- To know how to listen, communicate and negotiate</li> <li>- To know how to emotionally discriminate one self in work situations</li> <li>- To participate and lead community and group activities.</li> </ul>
<b>Learn to start an enterprise</b>	<ul style="list-style-type: none"> <li>- Capacity to anticipate threats and opportunities, to incorporate a systemic vision of reality,</li> <li>- Capacity to organize, plan and manage self imposed ,</li> <li>- Capacity to take risks and take actions based on decisions.</li> </ul>



# Módulo de Formación para el Espíritu Emprendedor

«Training for  
the  
Development  
of an  
Entrepreneur  
Spirit»  
Module





# Entrepreneur Spirit Module Competences Unit



1.-Be creative, with initiative, responsible, with the ability to face risks and to have independence, in all the work activities that you perform and also in daily life.



# Technical Work Training Program for Young People (Women and men between 17 and 25 years old)

**Objective.-** To develop strategies that will enhance the labor insertion, either in employment or through self-employment, of young high school graduates, male and female, that belong to poor income families, who face difficulties of economic and social integration; through actions of training, workshops and work experience, all based in a pertinent juncture between work demand and training offers.





# ENTREPRENEUR WOMEN PROJECT STRATEGIES TO RECONCILE FAMILY AND WORK LIFE (Women between 17 and 30 years of age)

**Expected result:** Increase of productivity, competitiveness, market access and income/employment generation in the productive units of entrepreneur women, for different product and service sectors; that have accomplished training processes, with strategies that allow them to reconcile work and family life.







# YOUTH AND EMPLOYMENT CENTER

(Men and women from 15 to 30 years  
old)



A **YEC** seeks to provide (free of charge) orienting services that will improve life conditions for young people, accompanying them and helping them to: find a job, retake their studies, start-up a business.



# PRODUCTION WITH TRAINING (WOMEN AND MEN 15 YEARS OLD AND OLDER)

To promote the transformation of the technical professional training offers available, in response to the potentialities, needs and opportunities of the producers and their productive and social environment; thus contributing to their social and economic local development.





**AN OPPORTUNITY FOR LIFE  
AND WORK**



**THANK YOU**