

Apprenticeships instead of Child Labour

Title	Apprenticeships instead of Child Labour
Coverage	Indonesia
Organization/enterprise	Employers' Association of Indonesia (APINDO) and the International Labour Organization (ILO)
Topic	Apprenticeship
Target group and outreach	Providing three-month apprenticeships for former child labourers
Purpose	Skills development for young workers who have not been able to finish their education
Key features	<p>(1) Offers short-term apprenticeship programme targeting former child labourers</p> <p>(2) Includes intensive training on core work skills</p> <p>(3) Involves employers' organizations and selected member companies</p> <p>(4) Provides financial and in-kind contributions by companies after the apprenticeship programme</p>
Strategy and approach	<p>Former child labourers are selected to take part in a three-month apprenticeship programme organized by the ILO through its International Programme on the Elimination of Child Labour (IPEC), in collaboration with APINDO, the Indonesian Employers' Association. Astra Honda, food manufacturing company Bogasari and garment producer UNITEX are APINDO participating members.</p> <p>The apprenticeship programme starts with two weeks intensive training on "life skills". Trainers support the young people in setting their own personal goals, discovering their strengths, and building their self-confidence and communication skills.</p> <p>At the end of the three months, many of the young participants apply for jobs while others aim to set up their own business. Those who become young entrepreneurs receive further support by APINDO.</p>
Partners	The ILO and APINDO with participation from Astra Honda, food manufacturing company Bogasari and garment producer UNITEX
Major achievements	<p>According to regular monitoring conducted by the ILO and APINDO, including information collected directly from the beneficiaries, the programme has made the following progress:</p> <ul style="list-style-type: none"> • 24 out of 30 ex-child labourers (80 per cent) who joined the three-month apprenticeship programme finished their course on 29 June 2007. They included four children in motorcycle repair (nine children resigned), eleven children in the garment sector and nine children in food manufacturing (ten resigned) • Astra Motor Company has extended the apprenticeship period to four months instead of three. The company funds the programme, without additional funding from the ILO and APINDO. Besides extending the apprenticeship period, the Astra Motor Company will provide a soft loan for graduates to start a mobile motorcycle repair workshop, PT Bogasari and APINDO will provide a soft loan for graduates to purchase small equipment for food manufacturing and PT Unitex and APINDO will provide sewing machines

	<p>Regarding the improvement of the skills of the former child labourers, the monitoring visits noted that:</p> <ul style="list-style-type: none"> • The skills of ex-child labourers in motorcycle repair, bakery/cake/pastry and noodle making, and garment production and packaging have improved • Their knowledge about the world of work has expanded. It was indicated that they were very disciplined in participating in the programme (both in and out of class) • Their mentality and attitude have improved. They are more optimistic about the future
Additional information	
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Source: APINDO