



USAID
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AFGHANISTAN WORKFORCE DEVELOPMENT PROGRAM (AWDP)

APRIL 2012 – JUNE 2018

\$50 MILLION

OVERVIEW

USAID's Afghanistan Workforce Development Program (AWDP) complements the development goals of the Afghan and U.S. governments by supporting key growth opportunities in construction, information and communications technology (ICT), and business management. The program seeks to increase job placements and wages for 25,000 Afghan citizens – at least 25 percent of them women – by strengthening the labor pool in major economic areas and addressing the difficulties of high unemployment, scarcity of technically-skilled Afghan labor, and trained business managers. It does this by providing demand-driven quality technical and business education, training, job placement, and support services.

The program is implemented under USAID direct contract by Creative Associates International Inc. The program's wider goal is to increase highly-qualified, demand-driven labor in key economic sectors by improving the quality of and access to training in market-driven skills.

During the Creative/AWDP Cost-Extension Period (July 1 2016 – June 30, 2018), Creative/AWDP is committed to achieve the following:

- Provide grants to TVET and BEST service providers to train 8,000 mid-career/semi-professional job seekers and employees of private and semi-public entities;
- Build the capacity of Private Institutes of Higher Education (PIHEs) to operate Career Counseling Centers (C3), for training 1,500 university graduates, where 750 of them should be placed in jobs;
- Ensure at least 25 percent of all those trained and placed/promoted are female; and
- Design and deliver certified Master Training of Trainers (MTotT) to 500 master trainers of PIHEs and job seekers. From all those to be trained, 250 of them should be placed in relevant jobs or promoted in their current positions.

CURRENT ACTIVITIES

AWDP uses a four-step process to determine what skilled labor is needed and how to create it:

- **Labor market demand assessment:** Economic sector assessments determine what skills the private sector needs. The focus is on the mid-career/semi-professional level.
- **Curriculum development or adaptation:** Curricula is designed or adapted with Afghan training providers to meet skills for a proven labor market demand from private sector employers.
- **Competency-based training:** Grants are provided to help local organizations deliver training in specific areas demanded by business.
- **Employment placement services:** Pre-employment training, job-placement services, and follow-up services are provided to trainees to help them find jobs.
- **AWDP Four-Pillar Model Sustainability and MTotT:** Provide training in adult learning methodology and instructional design to PIHEs, selected to receive support to commercialize the AWDP skills training and job placement/promotion model. Instructors who successfully complete the training will receive salary increases and count towards the program's target.
- **Career Counseling Center:** Career Counseling is a critical demand for Afghan youths seeking employment and/or determining a suitable career path. While some PIHEs have recently established C3 facilities, the leadership of these institutions has indicated a high demand for career and employment-related services, technical support, tools, and resources in order to effectively respond to labor market needs, and the needs of the graduating students.

ACCOMPLISHMENTS

- Found jobs or got promotions with salary increases for more than 21,000 training program participants – 36 percent of whom were women.
- Completed 84 short-term labor market-driven training projects. Currently, 21 projects are in progress through fixed award grants mechanism, while some 10 more grants are in the review process to be awarded.
- Provided close to 32,000 mid-career/semi-professional employees and job seekers – 36 percent of whom were women – with technical and business management skills. Training areas included how to use financial management and primavera software, web design, and electrician skills.

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