



**USAID**  
HUSI POVO AMERICANO

**TIMOR-LESTE**



On-the-job activity in community. Photo by EDC staff.

### OVERVIEW:

The PAS (Prepara Ami ba Servisu or Preparing Ourselves for Work) program provides minimally educated men and women, aged 16-30, with a workforce preparation program that combines off-the-job instruction with on-the-job training. The PAS program works to strengthen the skills of young people from rural areas in Districts outside of Dili, by providing in-classroom instruction based on a comprehensive work readiness curriculum with community-based working and training experience.

### IMPLEMENTING PARTNER:

EDC

### FUNDING PERIOD:

2007-2010

### FUNDING LEVEL:

\$5 million

### CURRENT PROGRAM:

Through its current grant from USAID, EDC is working with local Non-Governmental Organizations (NGO's) as Training Partners to implement the two phased, 8 month, PAS program. Elements of this program include literacy/language learning, employability and life-skills training, financial and entrepreneurship training, and vocational skill building. The program combines formal instruction with on-the-job training in some of the country's most rural areas. As part of this training, participants have the opportunity to gain real work experience while applying new-found skills gained through formal instruction. Participants spend alternating weeks engaged in project activities that provide hands-on work experience, and in complementary training and skill building activities designed to improve their work readiness and employability post-program completion. Priority sectors for on-the-job training vary according to the location but usually include agriculture and construction.

To improve work readiness, youth participants work with project staff to identify his/her development goals. These

staff members mentor youth to ensure the integration of formal instruction with on-the-job training components of the program. At the end of the program, staff assist participants in taking the next step in their development, such as pursuing non-formal educational opportunities or vocational training; entering the workforce as an employee or intern where those opportunities exist, or starting their own small business or some other way of improving their income generating potential.

EDC engages extensively with key stakeholder groups including government ministries, local NGOs and local communities to determine where to work and to ensure that all youth who meet the established criteria are given equal access to the program in their area.

### MAJOR ACCOMPLISHMENTS:

- 1. Sustainability.** The use of local NGO's (Training Partners), trained by EDC staff to implement the PAS program in the Districts of Timor Leste ensures the continued use and sustainability of future "work readiness" programs.
- 2. Creation of Work Readiness Curriculum.** PAS staff created a new curriculum based on "work readiness" knowledge, skills and competencies. The curriculum emphasizes leadership and life skills, financial and business skills, technical skills and attitude and behavior change.
- 3. Creation of Skills Passport.** A Skills Passport is an individualized document identifying areas of knowledge and skill competence for each youth participant who successfully completes the 8-month program.
- 4. Gender balance and Rural Outreach.** PAS is one of the only programs in Timor Leste to impose a mandatory 50% gender balance and offers work readiness training to youth in rural parts of the country.



Off-the-job learning in Center. Photo by EDC staff.

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