Dual Apprenticeship Training is one of the components of the Vocational Skills Development Program (VSDP) implemented by Swisscontact in Myanmar. The Program is funded by the Swiss Agency for Development and Cooperation (SDC).

The objective of the Dual Apprenticeship Training component is to strengthen the involvement of the private sector in skills development by piloting innovative ways of delivering training to women and men from disadvantaged backgrounds, in collaboration with partner private sector companies, as well as public and private training institutions. The phrase "dual training" suggests that the training occurs in the private/public training providers’ premises, and that the company is following a structured training program. Focusing on Yangon and Mandalay regions, the component intends to train apprentices in the occupations of cook, agricultural machinery mechanic, and others for which there is demand. In doing so, it aims to encourage private companies, public and private training institutions to collaborate in the implementation of Dual Apprenticeship Training.

Component Highlights

The Dual Apprenticeship Training component works with Government Technical Institutes, and other public and private vocational training providers in industrial centres, to deliver off-the-job training that concentrates on strengthening core technical skills, as well as life skills. The majority of the training, in particular the practical technical skills, under the supervision of an in-company trainer, is provided in-company by private sector partners. In order to have consistent and high-quality training, the component builds the capacity of both institutional and in-company trainers by ensuring alignment of their technical skills with the training curricula, and providing them with the necessary skills to deliver effective training and mentoring to apprentices.
**Why Apprenticeship Training?**

Myanmar’s economy has experienced growth since 2012, despite the need for massive infrastructure development. The passing of the Myanmar Investment Law in 2016 has attracted a number of investors, both foreign and local, that want to do business in Myanmar. However, the lack of skilled labour is a prominent issue throughout the country, particularly for vocational occupations.

In order to support its growing economy, Myanmar needs committed, experienced and skilled workers. The government, in collaboration with development partners, has already taken several steps to improve vocational skills development. However, the existing vocational courses often do not lead to job placements or actual work experience, and new entrants find limited opportunities to gain practical experience and attain advanced or higher skills.

It is also challenging for employers alone to train new entrants with little or no experience to become a skillful employee suitable for certain occupations in the respective workplace. This is often due to them not having staff with expertise in training and mentoring or lacking a clear and structured training plan. Dual Apprenticeship Training serves the needs of both employers and new entrants as a cost-effective and mutually beneficial training. At the same time it is less costly for the government, as a large part of the technical training is implemented in the workplace.

**Benefits**

Gains for different stakeholder groups through Dual Apprenticeship Training:

<table>
<thead>
<tr>
<th>For apprentices</th>
<th>For employers</th>
<th>For governments</th>
</tr>
</thead>
</table>
| • Better employment opportunities and often better wages  
• Work experience  
• Development of soft skills that enhance employability  
• Accessible training system especially open to people from disadvantaged backgrounds | • Apprentices repay some or all training costs through productive work  
• Future employees can be shaped according to company requirements  
• Saving recruitment costs  
• Reputation gains, productivity gains | • Cost-effective way of providing skills development  
• Employers take over part of training cost and responsibility  
• Improves relevance of training |
# Our Apprenticeships

## Cook Apprenticeship (18 months)

### 1 month, Off-the-Job
- **Introduction**
- **Safety**
- **Basic English**
- **Grooming and hygiene**
- **Communications & team work**
- **Key Competencies**

**Input**
- **Company:** Pay apprentices’ salary and send them to off-the-job training for one month and one day a week for the remainder of the 17 months apprenticeship.
- **Swisscontact:** Develop training curriculum, materials and deliver training in cooperation with local training provider.

### 17 months, Apprenticeship (on & off-the-Job)
- **Specific occupational skills**
- **Institutional learning (1 day per week)**

**Inputs**
- **Company:** Pay apprentices salary and facilitate on-the-job training as per the curriculum.
- **Swisscontact:** Support and monitor the on-the-job training.

**Assessment and Certification**
- **ToT for Company Trainers**
  - 1 week and ongoing support
  - Training in improved training methods
  - Training/upgrading in technical skills
  - Certificate

## Agricultural Machinery Mechanic Apprenticeship (18 months)

### 10 weeks, Off-the-Job
- **Introduction**
- **Workplace Safety**
- **Basic English**
- **Customer Service**
- **Communications & team work**
- **Key Competencies**

**Input**
- **Company:** Pay apprentices’ salary and send them to off-the-job training for ten weeks and three-week block training every 3 months during the 15.5 months apprenticeship.
- **Swisscontact:** Develop training curriculum, materials and deliver training in cooperation with local training provider.

### 15.5 months, Apprenticeship (on & off-the-Job)
- **Specific occupational skills**
- **Institutional learning (3-week block training) every 3 months**

**Inputs**
- **Company:** Pay apprentices salary and facilitate on-the-job training as per the curriculum.
- **Swisscontact:** Support and monitor the on-the-job training.

**Assessment and Certification**
- **ToT for Company Trainers**
  - 1 week and ongoing support
  - Training in improved training methods
  - Training/upgrading in technical skills
  - Certificate
### Our Partners

#### Government Ministries

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ministry of Education</td>
<td>The Ministry of Education works with Swisscontact to coordinate and implement selected activities for the Dual Apprenticeship Training.</td>
</tr>
<tr>
<td>The Ministry of Labour, Immigration and Populaton</td>
<td>The Ministry of Labour, Immigration and Population works with Swisscontact to ensure compliance with the existing labour law and to implement testing and certification of apprentices. The cooperation has been ongoing since the start of VSDP 1 in February 2014.</td>
</tr>
<tr>
<td>The Ministry of Hotels and Tourism</td>
<td>The Ministry of Hotels and Tourism works with Swisscontact to implement hospitality training, and to coordinate with partner hotels. The cooperation has been ongoing since the start of VSDP 1 in February 2014.</td>
</tr>
<tr>
<td>The Ministry of Agriculture, Livestock and Irrigation</td>
<td>The Ministry of Agriculture, Livestock and Irrigation works with Swisscontact to implement part of the Dual Apprenticeship Training in their centres in Meiktila and Pyay, and coordinate with partner agricultural machinery companies.</td>
</tr>
</tbody>
</table>

#### Private Sector Partners

##### Cook Apprenticeship

- **Yangon**

<table>
<thead>
<tr>
<th>Hotel</th>
<th>Logo</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>Novotel Yangon Max</td>
<td><img src="image" alt="Novotel Logo" /></td>
<td><a href="https://www.novotel.com/eng/hotel/yangon-max">Website</a></td>
</tr>
<tr>
<td>Chatrium Royal Lake Yangon Hotel</td>
<td><img src="image" alt="Chatrium Logo" /></td>
<td><a href="https://www.chatriumhotels.com/en/yangon">Website</a></td>
</tr>
<tr>
<td>Belmond Governor's Residence</td>
<td><img src="image" alt="Belmond Logo" /></td>
<td><a href="https://www.belmond.com">Website</a></td>
</tr>
<tr>
<td>Savoy Yangoon</td>
<td><img src="image" alt="Savoy Logo" /></td>
<td><a href="https://www.meliashotels.com">Website</a></td>
</tr>
<tr>
<td>Mahlzeit</td>
<td><img src="image" alt="Mahlzeit Logo" /></td>
<td><a href="https://www.mahlzeit.com">Website</a></td>
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</table>

##### Agricultural Machinery Mechanics

- **Yangon and Mandalay**

<table>
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<tr>
<th>Machinery Manufacturer</th>
<th>Logo</th>
<th>Website</th>
</tr>
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<tbody>
<tr>
<td>New Holland Agriculture</td>
<td><img src="image" alt="New Holland Logo" /></td>
<td><a href="https://www.newholland.com">Website</a></td>
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<tr>
<td>John Deere</td>
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<td><a href="https://www.johndeere.com">Website</a></td>
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<td>MF</td>
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**Swisscontact | Swiss Foundation for Technical Cooperation**

437(B), Pyay Road (next to Summer Palace Hotel), Kamaryut Township, 11041 Yangon, Myanmar  
Phone: +95 9 892 507 300  
W: [www.swisscontact.org](http://www.swisscontact.org) | E: inquiries-myanmar@swisscontact.org  