



Build4Skills

An initiative that promotes traineeships on ADB supported infrastructure sites

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What is one of the biggest challenges in Asia and the Pacific? **Youth Unemployment**

- Youth **NEET*** is **24%** in Asia-Pacific
- Youth are **5x more likely** to be unemployed than adults

**NEET – not in education, employment or training*



What **solutions** can ADB provide to its clients to address youth unemployment?

Idea: ADB can leverage 'its' construction sites to provide youth with 'job' opportunities.

How do we do this: Social procurement

Build4Skills Solution: Make traineeships a contract requirement in civil work contracts

3 Reasons why this is interesting

1. ADB oversees large portfolio, large potential
2. ADB can 'influence' contract requirements, cannot labor markets (*purchasing power lever*)
3. Immediate impact from day 1 of construction; compared to skills investment projects



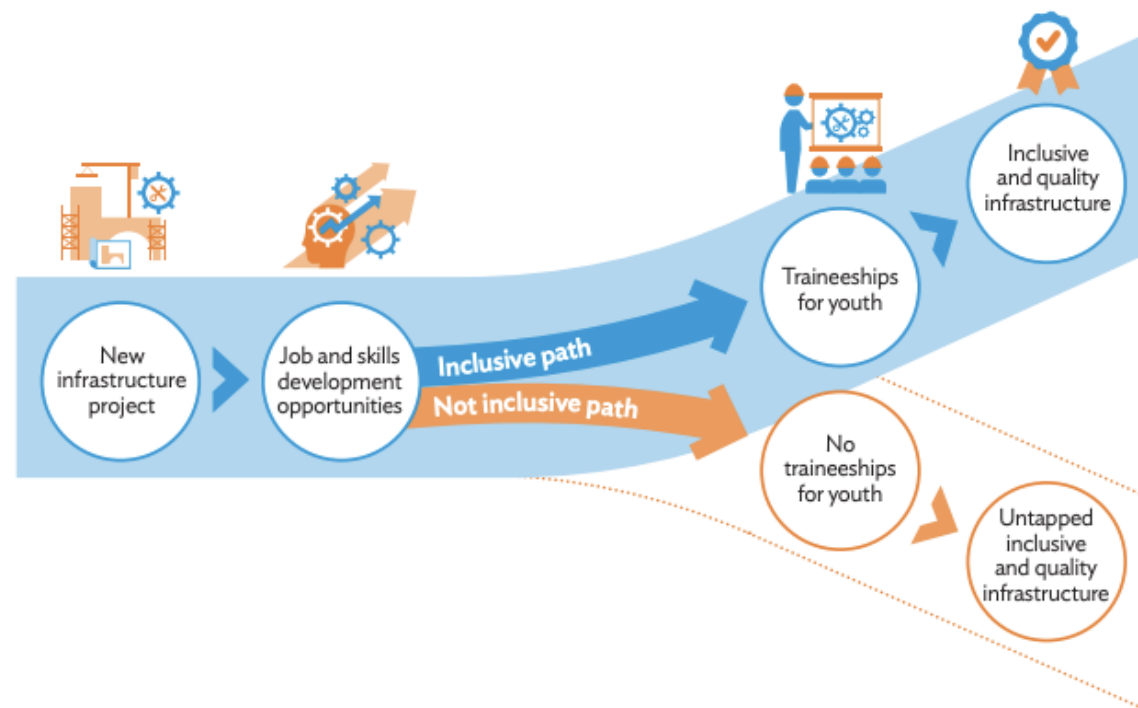
What is B4S?

Definition: Structured, time-bound training programs for students enrolled in Technical and Vocational Education and Training (TVET) institutions.

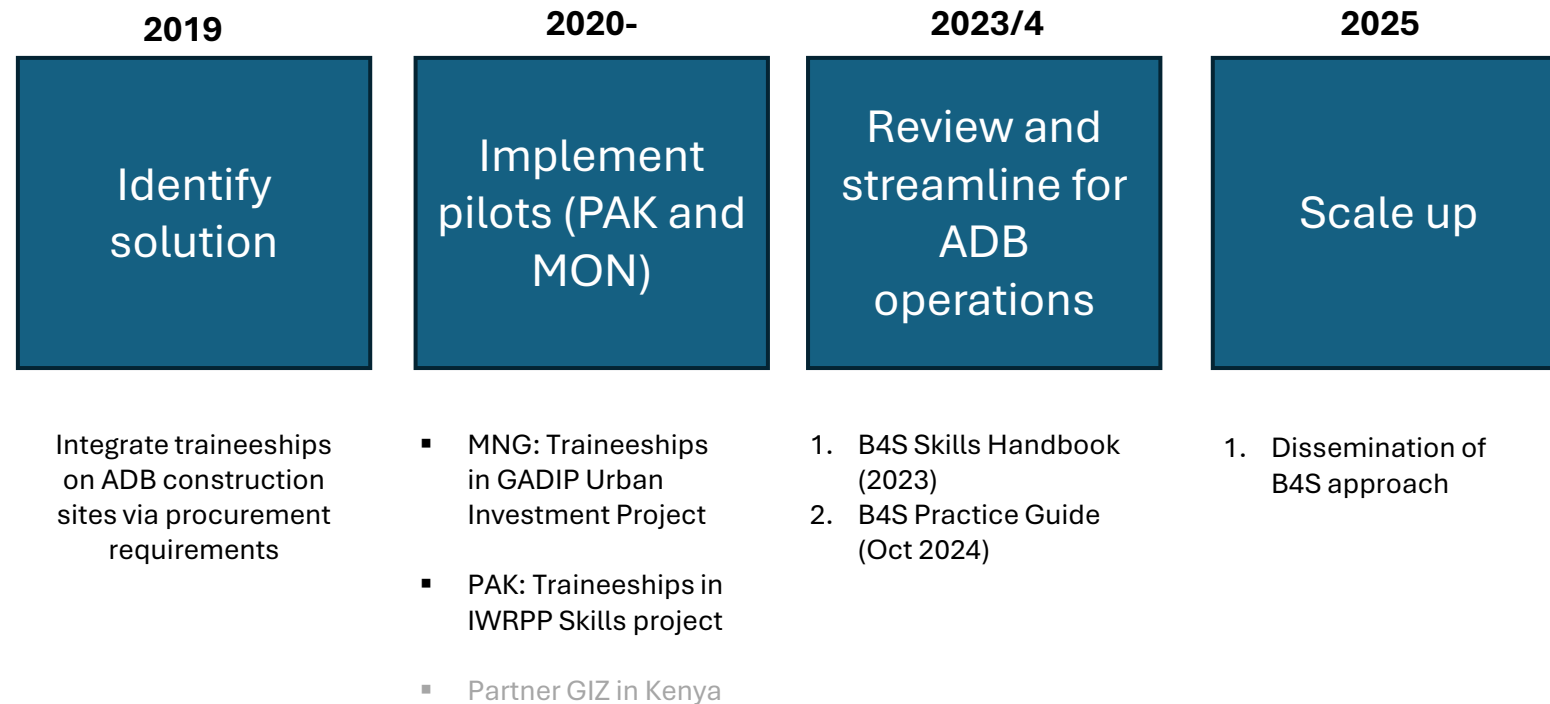
Key Features:

- Implemented on active construction sites in suitable ADB financed projects.
- Supervised by contractors in collaboration with TVET institutions.
- Aligned with national skills development frameworks.

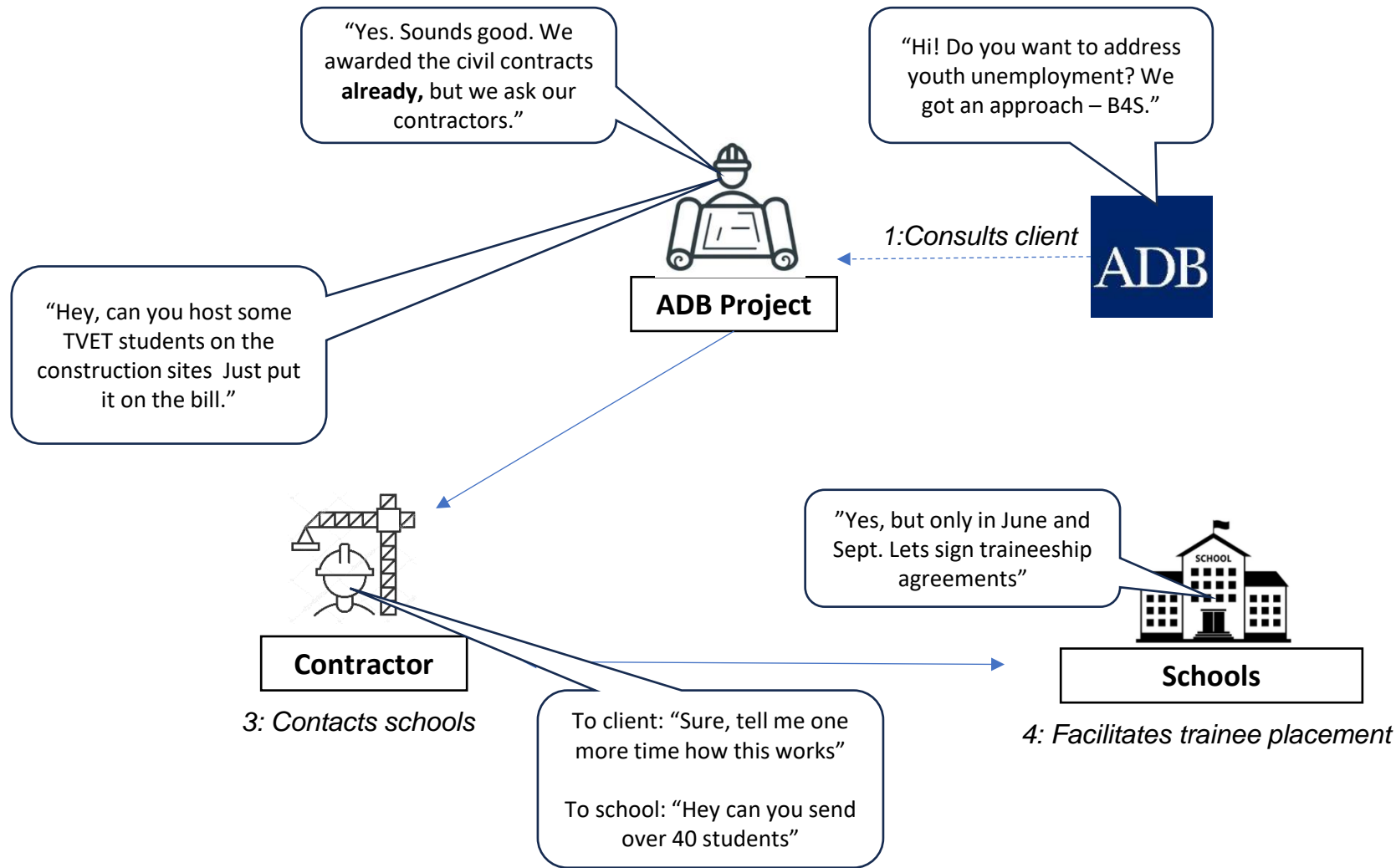
Figure 2: Applying Build4Skills Creates Inclusive Infrastructure



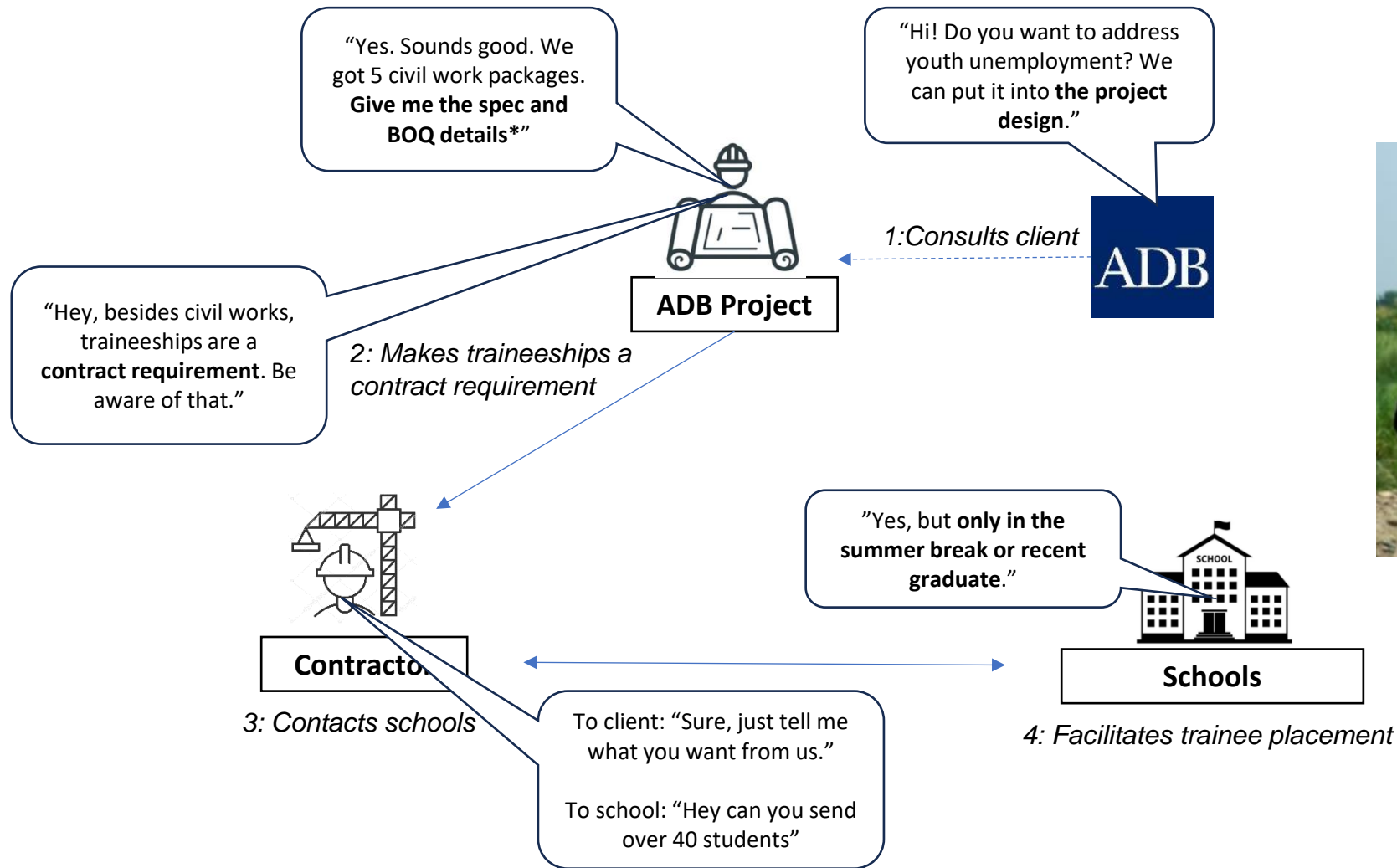
Build4Skills Roadmap



Build4Skills Pilots – Client Dialog Mongolia



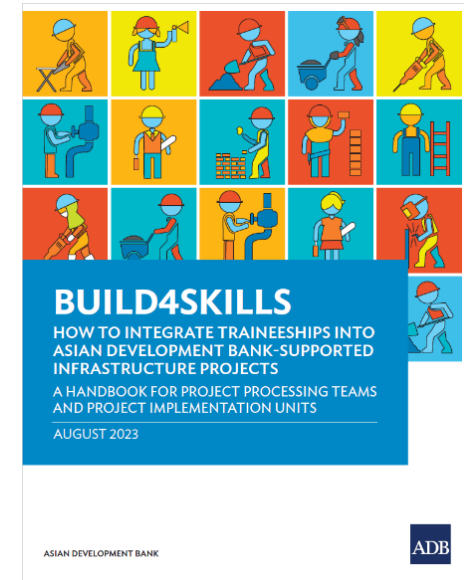
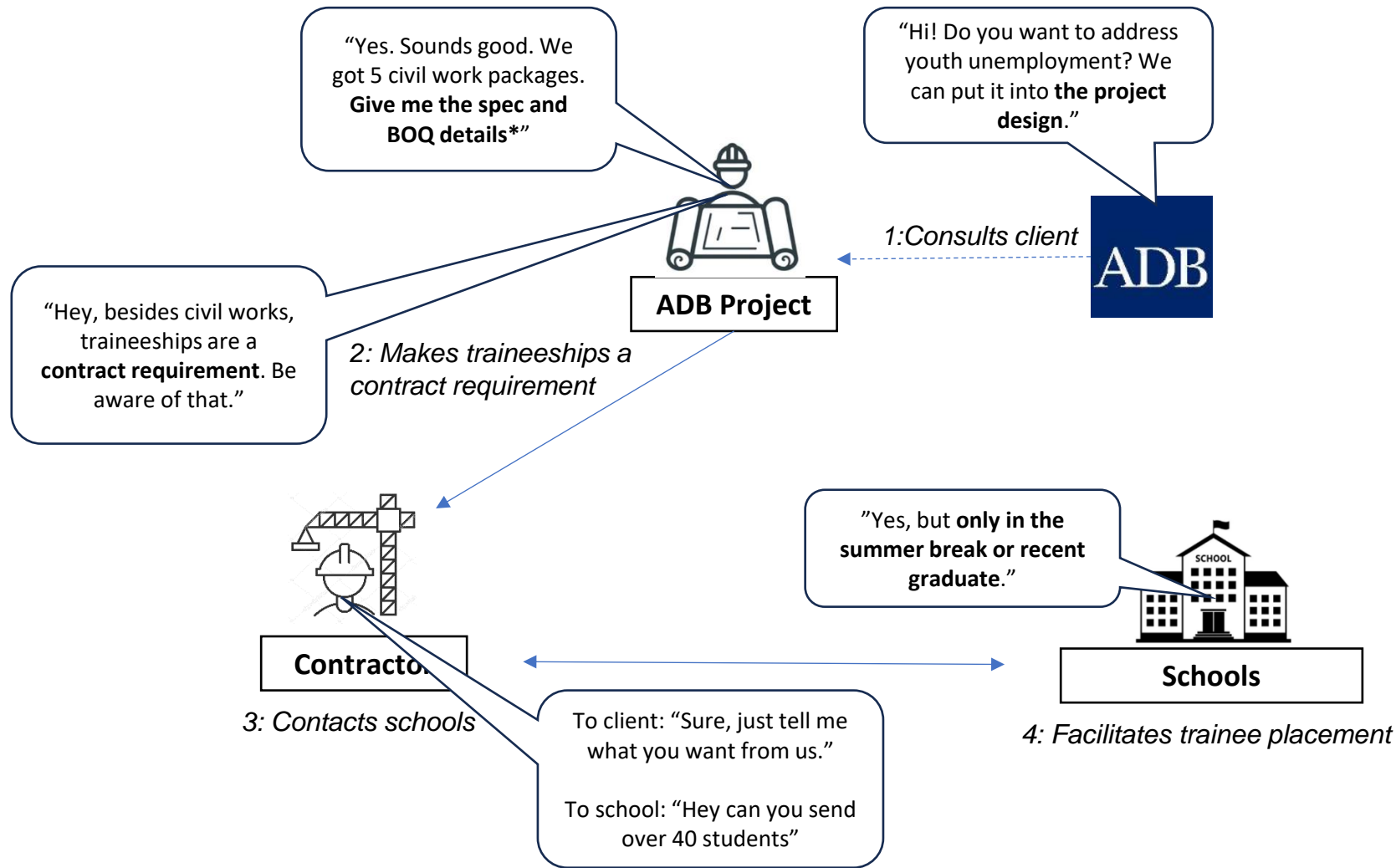
Build4Skills Pilot – Client Dialog PAKISTAN



Other implementation actions

- School identification
- Student selection
- Safeguards consideration
- Evidence of delivery
- Quality assurance

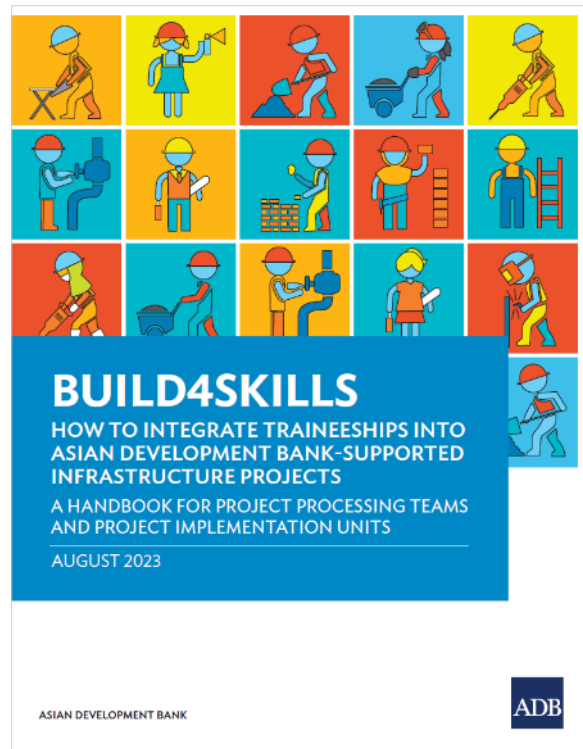
Build4Skills Process – Step-by-Step Handbook



Other implementation actions

- *School identification*
- *Student selection*
- *Safeguards consideration*
- *Evidence of delivery*
- *Quality assurance*

What does the Handbook say?



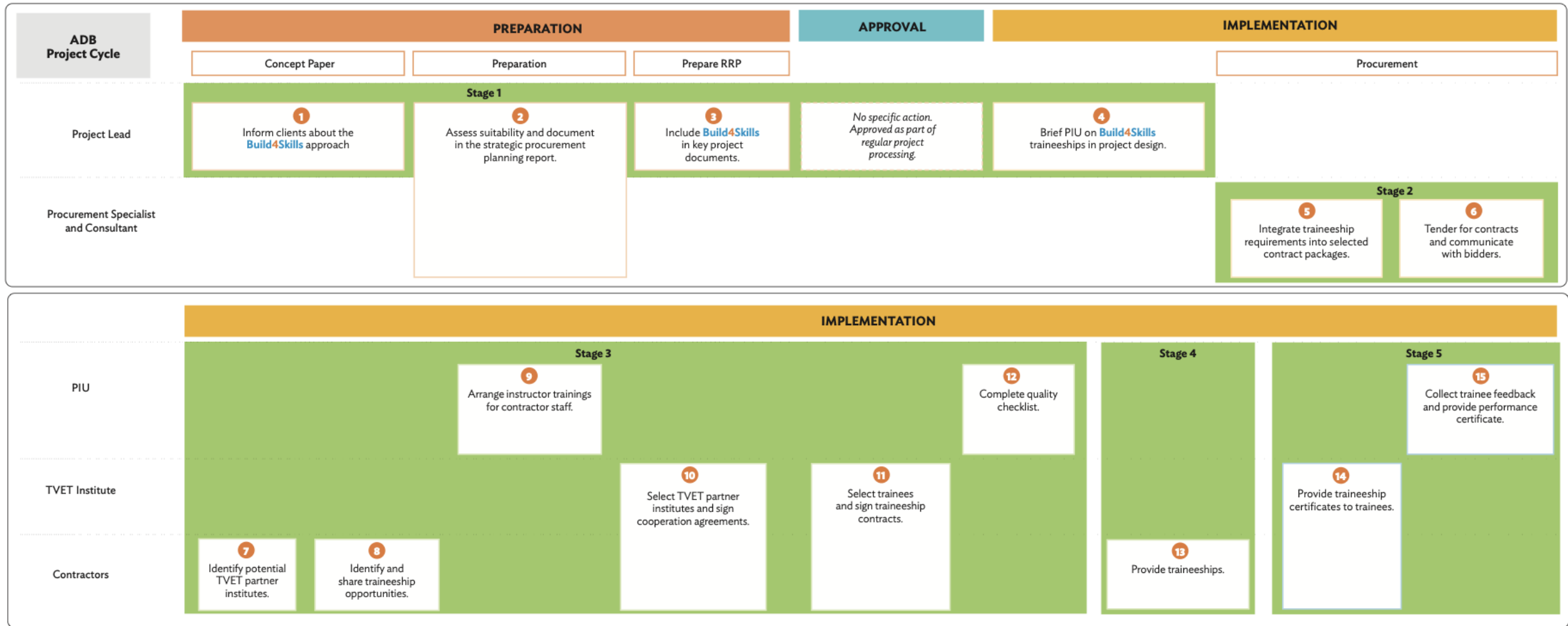
5-stage operational model with 15 steps, that

Steps 1-5 outline how **ADB processing teams** can **integrate** traineeships into project design, and

Steps 6-15 outline how **Project Implementation Units (PIUs) and contractors** can **implement** traineeships.



Figure 10: Build4Skills Operational Model Process Flow

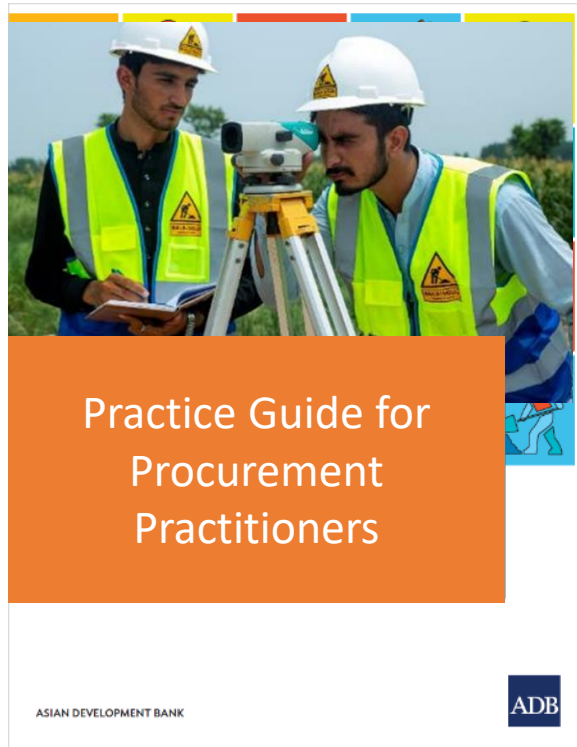


ADB = Asian Development Bank, PIU = project implementation unit, RRP = report and recommendation of the President.

Notes: The blue bar on top represents the ADB project cycle to show when each Build4Skills step takes place in relation to project processing. Each row represents the area of responsibility of a stakeholder and indicates who is responsible for which step. The white numbered boxes represent each of the 15 steps to be implemented as described in the handbook.

Source: Author.

What does the **Practice Guide** for procurement practitioners say?

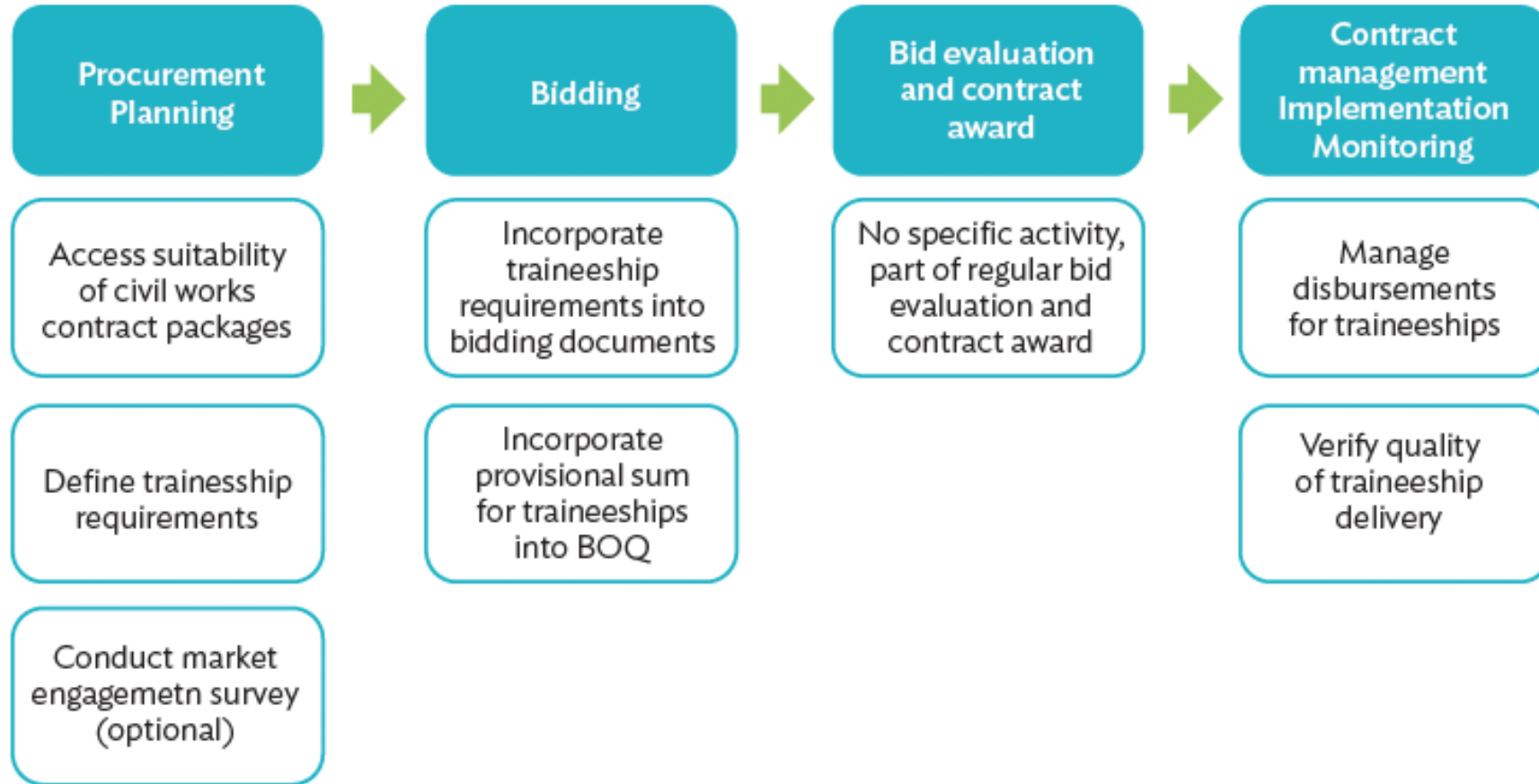


Practice guide outlines

- How to define traineeship contract specification (template) and targets
- How to calculate budget for the BOQ
- How to ensure delivery and manage disbursement



Figure: Considering Traineeships Requirement throughout the ADB Procurement Cycle



BOQ = bill of quantities.

Source: Asian Development Bank.

What are traineeship specifications about?

Length? Flexible. 8-12 weeks due to availability of students. Up to 6 months.

Occupations? Demand-based. Electricians, welders, cement workers, interior workers etc.

Higher-Ed-engineer or TVET-technicians? 80% of jobs on construction sites are on TVET level or lower – the quantitative impact is in TVET.

Safeguards? Yes. (i) fair trainee allowance, (ii) accident insurance, (iii) PPE and OHS, (iv) sign traineeship contracts

Quality? (i) avoid over-engineering, (ii) recruit senior TVET students, (iii) traineeship plan (optional), (iv) TA trainings (optional)

Gender. Opportunity-based. B4S is not a system intervention

Impact. 1. Work experience first, 2. skills improvement second.



Integrating Traineeships into Civil Work Contracts

- **Step 1:** Identify suitable projects and sectors (e.g., energy, transport, water, urban, social).
- **Step 2:** Incorporate traineeship clauses into bidding documents.
- **Step 3:** Estimate traineeship costs and include them in the Bill of Quantities (BOQ).
- **Step 4:** Establish monitoring and feedback mechanisms to assess program effectiveness.



Calculating Traineeship Cost Estimates

Components:

- Stipends for trainees.
 - Training materials and personal protective equipment (PPE).
 - Supervision and administrative costs.
-
- **Inclusion:** Costs should be itemized in the BOQ to ensure transparency and proper allocation.



Monitoring and Feedback Mechanisms

- **Monitoring:**

- Regular site visits and progress reports.
- Assessment of trainee performance and skill acquisition.

- **Feedback:**

- Surveys and interviews with trainees and supervisors.
- Adjustments to program structure based on feedback.



Templates and Tools Provided

- **Templates:**

- Sample bidding document clauses for traineeships.
- Cost estimation worksheets.
- Monitoring and evaluation forms.

- **Tools:**

- Guidelines for selecting suitable projects.
- Checklists for integrating traineeships into procurement processes.



Beyond Build4Skills

Merit Point Criteria – Local Participation

- Increased implementation focus in ADB financed projects
- SIDS - Local Participation criteria requirement



Summary

- Selecting contract packages for traineeships
- Incorporating requirements into bidding documents and contracts
(either specification or specification + evaluation criteria as part of MPC)
- Making the approach simple and attractive for contractors to implement
- Clarify expectation upfront with KPIs and reporting to allow for effectively contract management
- Providing guidance and tools to processing teams and PIUs

