

Annual Report School Year 2015/16 ending on 30th April 2016

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Förderverein für Berufsbildung in Myanmar
Dorfplatz 6 – CH 6060 Sarnen – Switzerland
info@cvt-myanmar.org
www.cvt-myanmar.org

CVT Myanmar – Center for Vocational Training
No. 42, Strand Road, MRCS Building
11181 Yangon – Myanmar
info@cvt-myanmar.com
www.cvt-myanmar.com

1) Report of the president

The school year 2015/16 was characterized by major changes not only in Myanmar but also at the CVT. Myanmar and its people were in the midst of the election campaign with the elections to be held in November. The elections were clearly won by the opposition introducing a new political era in the country. Finally, five months after the elections the new government took power on 1st April. The transition was quite smooth; however, the expectations of the population are huge and the challenges awaiting are immense. This change has not had any major consequences for the CVT except that the government contacts have changed and they have already visited the CVT on several occasions to learn more about it.

Today, the CVT is a fairly complex institution (see p. 8 organisation CVT) which challenges the people in charge here in Switzerland but also in Myanmar in several different ways:

- **Maintaining the schools** (see points 3, 4 and 5): the well-established schools (vocational training and E4Y) have to constantly adapt to the fluctuating conditions with regard to recruiting and keeping new staff in a booming job market, the constant yet essential efforts explaining and promoting the dual system with the companies, the society and government offices and authorities and the guarantee of high quality programs through continuing education of teachers and implementing the latest teaching methods and resources.
- **CBP Capacity Building Project** (see point 6): various projects, which were launched in 2013 and supported financially by the SDC, are well under way. The courses for trainers, instructors and young entrepreneurs have been very successful; however, the construction of the new school has been delayed for various reasons.
- **Sustainability** (see point 7): with regard to the project mentioned before, two comprehensive studies determining the effects and acceptance of our educational programs have been conducted. The results are indeed encouraging and confirm the importance of our programs improving employability of graduates significantly.
- **Development of the management** (see point 2): Daw Khin Myat Sandar, our new CEO, started her job in July and the organisation chart was adjusted accordingly in November. Fairly soon it became obvious that the envisioned and necessary adaptations and changes were a great challenge for the whole team resulting in tensions and mistrust of the new CEO. In Switzerland, we had to learn that the transition to a local management with an external CEO will become quite a challenge. However, this difficult situation could eventually be relieved and stabilized with lot of support for the management from Switzerland.
- **Finances**: expected expenditure for the coming years was calculated based on a business plan in spring 2016. Between 2016 and 2018 a funding gap of about 3.5 million USD is expected mainly due to a drastic decline of donations. Serious efforts will be necessary in the next few months in order to close that gap.

The CVT faces some major challenges. The board raises the question whether our vision (volunteers in Switzerland, developing and implementing the necessary structures enabling us to pass on the responsibility and the management of the CVT medium-term) can be realised. At this point, the board envisions this scenario and will do everything necessary to be ready and well prepared for the future.

Finally, I would like to thank everybody involved for their constant, generous commitment and the loyal donors for their continuous support.

2) Report of the CEO CVT Yangon - Daw Khin Myat Sandar

In the first few months after my start at the CVT in July 2015, I was familiarizing myself intensively with vocational training, which was new to me at that time. In the areas of administration and leadership, however, I could profit a lot from my previous jobs. Coordinating the different areas (vocational training, orientation level, administration and other projects) and inducing the necessary adaptations and processes bringing the organisation in line with the future needs was a very exciting yet challenging task.

After communicating the proposed changes of the organisation chart at the end of October I realized a rather low commitment to change and adaptation as well as inadequate team work and communication at all levels. After some rather difficult weeks and months, we could finally agree on a common course of action also thanks to the active support from Switzerland.

In addition to the time consuming activities within the organisation a major focus was put on the improvement of the marketing, the promotion of the organisation especially with regard to the intake of new learners. With promotions for companies and young people, media and press releases a lot could be achieved. However, this was only a first step and there is room for improvement in the future; the intake process must be completed before school starts, a good relationship must be maintained with the companies and dedicated and motivated learners must be attracted.

An efficient alumni organisation will become more and more important in the future. Initial meetings have already taken place with rather positive reactions from all parties involved.

The former director Daw Yin Yin Aye and myself are working together closely with regard to contacting and maintaining a close relationship with local partners, the administration and the authorities. We are eager to represent the CVT in a comprehensible but favourable way and to communicate effectively with the various partners. A particular focus is on the use of the facilities in the Red Cross building until the new school will be ready, the use of the practical training workshops of the Timber Association and the use of the E4Y classrooms provided by the Ministry of Social Welfare. Another focus is on establishing and maintaining contacts with various ministries, agencies and authorities at different levels which have undergone major changes with the new government in power.

Contracts with Schindler Myanmar and the Swiss Hotel Management Academy Lucerne as well as the long lasting cooperation with MSP (subsidiary of Caterpillar in Myanmar) demonstrate the successful implementation of the dual education concept in collaboration with others.

With reference to fundraising locally, we had to learn how difficult it is to raise money for an international NGO at this time when Myanmar is flooded and thus spoilt with international NGOs offering their services.

The school year 2015/16 was concluded with the traditional graduation ceremonies which are held right before the holidays (Water Festival). The graduation ceremonies for the continuing education courses, on the other hand, take place upon completion of the corresponding course.

For the first time, the graduation ceremonies for CVT and E4Y were organised separately this year. In a simple ceremony, 20 E4Y graduates received their diploma whereas 115 CVT graduates were awarded their certificates at the renowned Strand Hotel.

At the beginning of May, 228 freshmen started their apprenticeship at CVT and 34 pupils enrolled at E4Y.

3) Report Vocational Training – U Kyaw Myat Khaing

We started the school year with 26 classes and 489 learners. During the course of the year, we were faced with many early withdrawals particularly in the first few months. At the end of the school year there were still 392 learners. The reasons are multiple: both companies and young people prefer short trainings and do not see the advantages of a three-year apprenticeship. Companies often do not treat learners as such in the company, the learners are not allowed to attend school and take courses or have to accept pay cuts.

The new offers for vocational training in the Yangon area are attractive not only for companies and young people. Well-qualified workers are rare and in high demand, therefore, the recruitment and retention of appropriate persons is correspondingly difficult.

This is particularly important for the education and training of teachers and employees as well for the creation of an attractive working environment. Here the annual Teachers Training and the supervision of the teachers by well-qualified experts from Switzerland is very important. In the future, the competences in the field of computer science and in English should be particularly promoted.

In addition to regular school business, the CVT and we as teachers are also strongly involved in the development of vocational training in Myanmar. We have pioneered work especially in the area of standardization of professional images and the introduction of first certifications. Many teachers today act as examining experts, and the CVT has been qualified as an "Assessment Center" for the carpentry and electricians as well as for certain areas of the commercial assistants.

Together with SDC (the local organization of the DEZA) and with GIZ (the German company for industrial cooperation), we support the training companies in the areas of occupational safety and educate trainers.

A lot of movement has finally occurred in the field of professional championships. After coordination problems in the past few years concerning the selection of the candidates and the preparation of these for the championships, internal and national pre-selections took place for the first time this year. Thus, the ASEAN Skills Competitions were improved. In 2016, CVT will be represented by carpenters, electricians and hotel and gastro-assistants. The good reputation of our teachers has led us to be able to delegate examining experts from our circle to the championships in Malaysia.

4) Report on the orientation level (E4Y) - Ricco Ebener

The school year 2015/16 began in May 2015 with 4 classes and a total of 111 pupils. A total of 34 students have entered the first class. During the school year, the 3rd and 4th grades had an opportunity to get to know the different professions at the CVT or to take part in trial days in various companies. In July, 3rd grade students spent a day in a company of their choice, and in August, the fourth graders had the opportunity to work as a trial in one of the five CVT professions for fourteen days. It is therefore not surprising that an average of about 70% of the E4Y graduates start a three-year vocational apprenticeship at the CVT and the other graduates work either in the textile sector or as interns.

Once again, the sports modules for experts as well as teachers of the public schools were carried out at the E4Y. These courses are supervised by a sports expert team of the University of Applied Sciences Northwestern Switzerland and offered in cooperation with the E4Y. The sports courses are well-known far beyond the city limits and are extremely popular among public school teachers.

In addition to a solid school education, the E4Y is also focusing on the personal development and promotion of young learners. If they are still shy and not very communicative in the first year, this changes quickly. In the second and third year, they become more self-assured and also show increased social competences. After the fourth and last school year, many have the necessary skills to enter their professional life successfully. The E4Y thus not only enables the learner to complete primary education, but also offers them promising perspectives for their professional and personal future.

The E4Y hopes to receive the official recognition of the Ministry of Education of Myanmar in the foreseeable future. At a meeting with the new Minister of Education he agrees confidently, but further negotiations are still needed until the time comes. The official state recognition would significantly strengthen the E4Y as an educational institution.

5) Report on Expertise – Reto Spichtig

In the 2015/16 academic year, the Swiss CVT experts spent a total of 36 weeks of voluntary, unpaid expert work at the CVT in Yangon. The work done by the experts here in Switzerland to prepare and evaluate the assignments in Yangon as well as to assist the CVT teachers via email or Skype was not included, but should be at least as many weeks.

A total of 23 experts are working in the trades, electricians, metalworkers, carpenters, hotel & restaurant assistants, E4Y and English, general subjects, teacher training and management support for the CVT

Special challenges for the experts in the last academic year were the change of CVT teachers and related efforts in order to get to know each other again and to reinforce pedagogic and methodological-didactic principles in order to jointly advance and further develop the CVT.

Furthermore, the processing of pending issues on the basis of to-do lists was often stalled, whether by overloading the CVT teachers by other tasks and projects or by the lack of systematic working methods. This systematic elaboration of to-do lists will be a particular focus of the experts in the next school year to train the CVT instructors and thus commit them to systematic work. Additionally, as every year, examination of the final examinations, further development of the curricula and teaching aids, and further development of the lessons will be topics where the experts will work together with the CVT teachers.

We would like to thank all the experts for tireless work under not always easy conditions, especially during the rainy season from June to October or the extremely hot and dry months of April and May, and with the deprivation of holidays.

6) Capacity building and development of CVT Yangon – Stefan Vogler

The project team started a new, promising year after the Water Festival. The local team includes 9 employees and 16 part-time teachers, unlike many other organizations fortunately without any significant fluctuation. While the continuing education courses implemented in the previous year were on track, resources were increasingly used for new construction and local fundraising.

In addition, the program of young entrepreneurs was successfully handed over to our partner SAD Swiss Academy for Development in January 2016, which means both financial and organizational relief.

After the school year, 177 graduates were allowed to receive their certificates:

- Young entrepreneurs: 5 courses with a total of 67 graduates, including 38 women
- Operational trainers: 4 courses with a total of 60 graduates, including 21 women
- Instructors: 1 course "Woodworking" with a total of 10 graduates
- Instructors: 1 course "Electrical Installations" with a total of 10 graduates, including 1 women
- Instructors: 2 courses "Hotel & Gastronomy" with a total of 24 graduates, including 9 women
- Instructors: 1 "Metalworking" course with a total of 6 graduates

At the beginning of May 2015, we received support from Jerome Schwarz, banker from Basel, who spent 6 weeks as a volunteer providing his know-how for the development of fundraising guidelines and computer courses. After clarifications with the local legal service as well as the Ministry of Labour, we are now officially allowed to fundraise and to claim contributions to cover costs. Despite the establishment of an internal fundraising group, success has been limited, not least because of the increasing presence of international NGOs who strongly influence the expectations of local partners.

The delays in the new building, caused by persistent complications in the static concept and elaborate clarifications with the Yangon City Development Council, have also impacted the relationship with our most important partners. Both the Ministry of Labour and DEZA are asking for explanations and pushing for a speedy start of construction.

All the more so was the relief when we received the building permit in December 2015 and the first of the 2'520 piles were rammed into the ground on 12 February 2016. Due to these delays, the date for the completion of the building had to be postponed several months to the beginning of 2018, despite the ongoing support from Switzerland from the architect team G + S in Burgdorf. In mid-December 2015, the International Planner and Architectural Company Iproplan was appointed as a general planner, they will prepare the on-site execution planning as well as choose the general contractor.

Another highlight was the visit of a Burmese economic delegation in Switzerland, including three teachers from the CVT, invited by DEZA and GIZ (German Development and Cooperation Organization). The aim was to see the dual vocational training system "in action" and thus also to do company and school inspections for several days. The interest of the Burmese was not least due to the long-standing efforts of the CVT to promote the dual vocational training system in Myanmar.

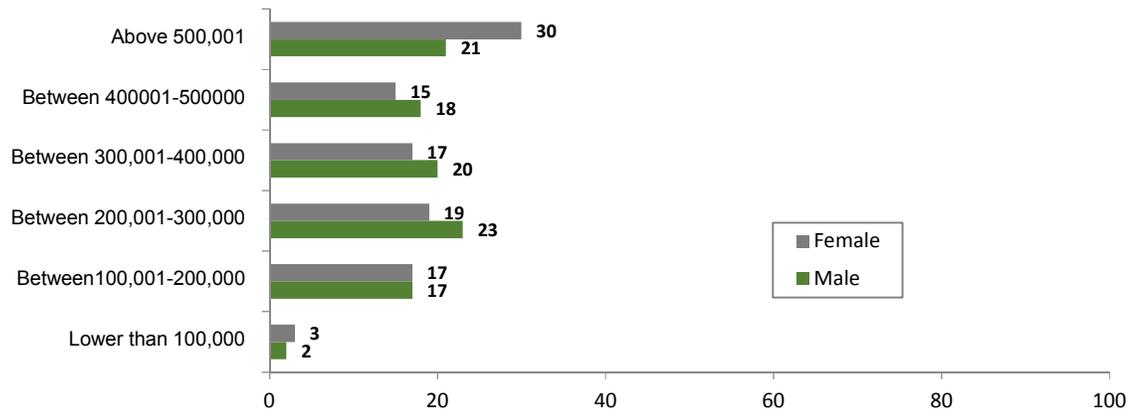
The arrival of Jeremias Pellaton in August 2015 marked a change in the project team. My replacement as a local project manager took place in November 2015. The three months of the transfer phase were very exciting and productive. So after 2.5 years I was able to travel home with a good feeling. Already in April 2016 I visited the CVT again on the occasion of the Graduation Ceremony and the school year.

7) Report on the performance and sustainability of CVT – Stefan Vogler

Following the baseline study in the spring of 2014, a so-called "tracer study" was commissioned in autumn of 2015 in order to record the course, the quality and the effectiveness of our activities. In order to ensure objectivity against our partners and donors, an external company was commissioned to identify 350 interview partners (39% women) from the Yangon area and to question them accordingly. In addition to self-critical questions about the "core business" of vocational training, data was also collected in the area of the new training courses for young entrepreneurs, in-company trainers and instructors. The most important results can be summarized as follows:

- **Good applicability of the dual vocational training system:** Almost all CVT apprentices (99%) answered that the dual system of CVT is applicable in their work. More than 90% of the workforce also see the benefits and applicability of the company.
- **Satisfied apprentices:** satisfaction on the efficiency and productivity of CVT graduates rose to 98% (95% in 2014).
- **Increase in income:** The average starting salary (31%) increased from 100,000 - 200,000 kyat / month to 200,000 - 300,000 kyat / month, while the share of low wages below 100,000 Kyat / month increased from 7.2% to 2% were reduced.
- **Successful young entrepreneurs:** Most of the graduates with their own companies achieve a profit of at least 300,000 kyat / month. More than 90% of the students are satisfied with the teaching methods and teaching materials.
- **Supervisors are satisfied with the in-company trainers:** Almost all respondents expressed that the trainers meet the expectations of the company and are either "satisfied" or "very satisfied" with the efficiency and productivity of the trainers.
- **Successful instructors:** The income of graduates is between 100,000 to 500,000 kyat / month, depending on the position in the company. Every second graduate is now an instructor and "teaches" in Yangon and other places.
- **Stable quota of learner breaks:** The total student cancel rate of 18% (89 absences / 489 trainees) for the 2015/16 academic year is an average result and below the benchmark of 20% per year. Most of the "dropouts" leave the CVT within the first year of training due to economic or family problems.

Prozentuale Einkommensverteilung von Mann & Frau in Myanmar Kyat / Monat



⇒ Upon request we will send you the report, please contact us via info@cvt-myanmar.org

8) Special projects in the school year

In addition to handing over the training of young entrepreneurs to the partner sad.ch from Biel and the continuation of the teacher training in the field of sports at the E4Y in cooperation with graduates of the University of Applied Sciences Northwestern Switzerland, the third workshop of Daniel Bäumlín and his team for the metalworkers took place before Christmas. In addition to deepening various techniques, the workshop participants began to produce railings for the new school building.

In co-operation with large companies, which have their own apprenticeship training, a cooperation agreement with Schindler could be concluded in addition to the already proven cooperation with MSP (representative of Caterpillar in Myanmar). A first course with 25 graduates was successfully carried out.

Finally, the residential building project managed by the Ministry of Labour and financed by the CVT could also be completed and handed over in mid-February (part of the agreement to transfer the building land).

9) Finances – Consolidated Balance Sheet and Income Statement

The financial statements in the present form are summarized. The detailed calculation was checked by Rolf Fischer, Mägenwil. The detailed report with the consolidated invoice can be requested from the Förderverein für Berufsbildung.

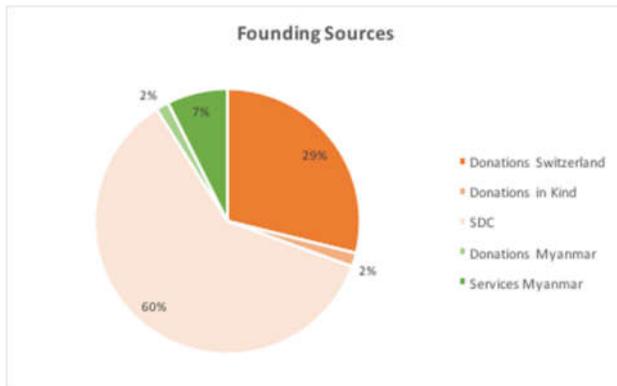
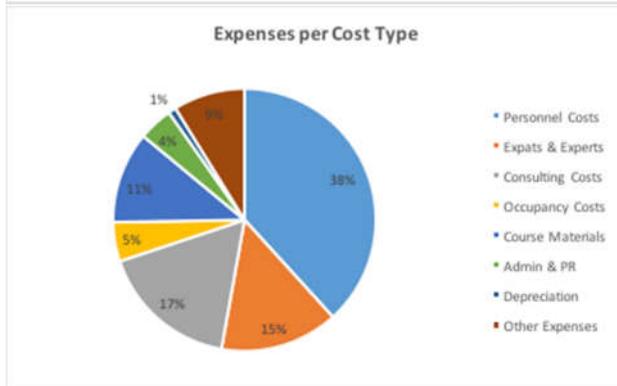
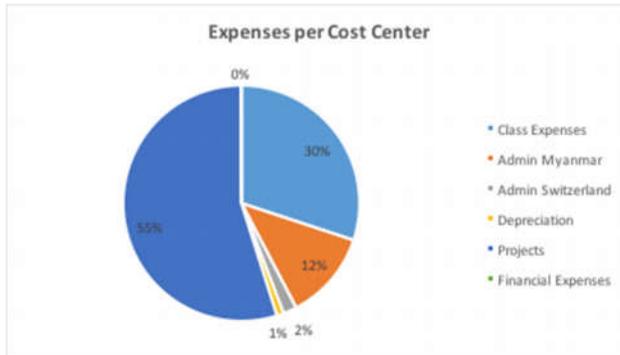
BALANCE IN 1'000 USD	30.04.2016	30.04.2015
ASSETS		
Current Assets	3'803	2'097
Non-current Assets	20	25
Total Assets	3'824	2'122
LIABILITIES & EQUITY		
Liabilities	3'532 ¹⁾	1'653
Equity	291	469
Total Liabilities & Equity	3'823	2'122
PROFIT & LOSS IN 1'000 USD		
	15/16	14/15
REVENUES		
Revenue Switzerland	1'152	1'430
Revenue Myanmar	118	124
Total Ertrag	1'270	1'554
EXPENSES		
Class Expenses	438	400
Special Projects	-	77
Administration Expenses Myanmar	179	203
Administration Expenses Switzerland	27	21
Depreciation	14	116
Foreign Exchange Profits (-) / -Losses(+)	-9	23
Total Expenses CVT	649	840
Development Projects	799	543
Total Expenses	1'448	1'383
Profit (+) / Loss (-)	-178	171

1) of which 2'732 earmarked SDC grants for CBP development projects

Revenues are well below the level of the previous year, with a marked decline especially in Swiss donations. Expenditure in the day-to-day business is roughly at the previous year's level. With the advance of the new school building, expenditure on development projects has risen significantly, although the project is still behind the original timetable. As a result, the current assets are very high. As a counter-position, appropriated provisions were therefore created for future project expenditures of USD 2.73 million.

The largest cost centers are the class costs as well as the costs for the development projects. On the other hand, pure administrative costs in Switzerland are only 2%. Around one third of the total expenditure is the staffing costs in Myanmar, while the expert assignments and expats represent 15% of the costs.

The funds come from over 90% of Switzerland. 60% of the funds are from the SDC. These funds are used exclusively for the development projects.



10) Forecast

The start of the 2016/2017 school year was marked by the turbulence in the local management. This was settled in August thanks to the engagement of Fabienne A. Müller and Petra Schade. With intensive support in the upcoming months we would like to work with determination to realize our vision: with the creation and consolidation of a local management team prepare for the future handover of the CVT and thereby ensure its the long term continued existence.

With strengthened forces in the next few months, also the preparations for the new building should be expedited so that construction can be started this autumn.

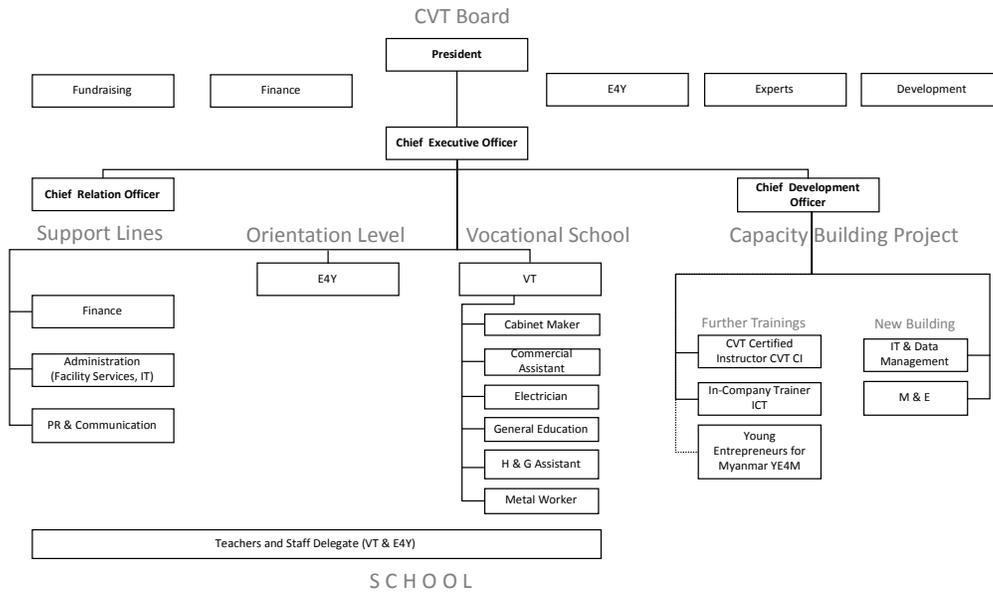
The expert organisation should be continually developed to meet specific upcoming and changing requirements such as size and syllabus adaption.

To shape the future, talks with important partners (SDC, ministers, organisations) need to take place to discuss possible opportunities with definite structures to prepare for further developments.

In conclusion, the activities involved with securing funding will be of central importance in the current school year. CVT as a project is successful and enjoys considerable recognition, but is as poor as a church mouse. CVT urgently needs money, be it for the running the school or the completion of the new building.

11) Organisation

CVT Myanmar – Organization 01.09.2016



12) Statistics

CVT MYANMAR IN FIGURES		
APPRENTICE/STUDENTS	2015/16	2016/17
3-year course (CVT)	489	506
Special courses (CVT)	44	45
Total Vocational Training (CVT)	533	551
Orientation Level(E4Y)	111	102
Total (CVT + E4Y)	644	653
EMPLOYEES	2015/16	2016/17
Teachers, inclu HoVT+TD (CVT)	33	33
Supporting Line + SMT (CVT)	13	13
Capacity Building Project	7	7
Teachers (E4Y)	9	9
Supporting Line (E4Y)	4	4
GRADUATES	2015/16	TOTAL 2005/6-2015/16
Vocational Training		
Cabinet Maker	12	87
Commercial Assistant	40	314
Metal Worker	17	112
Electricians	16	142
Hotel&Gastro Assistant	30	116
TOTAL	115	771
Advanced Training		
Young Entrepreneurs (YE4M)	42	75
In Company Trainer	60	99
CVT Certified Instructors	51	120
TOTAL	153	294
Orientation Level (E4Y)		
School 4 years	20	86
Sports teacher training	30	140
TOTAL	50	226
31. Aug 16		