

Planning, processes and systems	Lack of clear definition of responsibilities among actors involved in TVET	M	M	Definition of the responsibilities and mandate of stakeholders involved in TVET system.
People and the organisation	Lack of interest of the trainees in creation of their own job	M	M	Use role models to show the impact of entrepreneurship and business creation and search for technical and financial support activities
External environment	Having qualified trainees leaving the country to participate in mobility programmes or migrating	M	M	Development of a platform of integration in the labour market with the opportunities for employment and support
People and organisation	Difficult access to rural areas to provide trainings	M	M	Acquisition of mobile units to train women and rural families in activities to create alternative options of income.
People and organisation	Low participation and registration of young women in training courses	H	H	Sensitise and promote the integration of women and girls in training courses as an opportunity for their competencies development and integration in labour market
External Environment	The needs of the private sector are not correctly identified and the subjects or graduates do not match its needs.	H	H	Involvement of the private sector in the action from the beginning, by participating clearly in the identification of development opportunities and training needs.
People and the organisation	Missing linkages between employers and employees.	H	H	Creation of a digital platform that connects the needs of the private sector with the trainees

Lessons Learnt:

There are a few donors supporting TVET in Timor-Leste. Australia, JICA (Japan International Cooperation Agency), ADB (Asia Development Bank), KOICA (Korea International Cooperation Agency) and USAID (United States Agency for International Development) are active in sectors related to tourism, agriculture and entrepreneurship. Portugal is supporting a nursery and training through “Quinta Portugal”. FAO (Food and Agriculture Organisation) and a number of religious institutions are also present.

It is necessary to connect all the stakeholders supporting the TVET in the country to understand the main difficulties and challenges of the sector. Coordination and communication between the different stakeholders will be crucial for a successful implementation of this action to avoid duplication of activities and to create ownership of the action among the main beneficiaries and target audience.