



**USAID**  
DEL PUEBLO DE LOS ESTADOS  
UNIDOS DE AMÉRICA

EMPLEANDO  
**FUTUROS**

# FACILITATING HONDURAS' JOURNEY TO SELF-RELIANCE

## USAID TRAINING CURRICULUM EXPANDED FOR NATIONAL USE

The United States Agency for International Development (USAID)-funded Empleando Futuros (Employing Futures) project provides vocational training and job opportunities for at-risk youth in Honduras. These opportunities respond directly to labor market needs and can be successfully replicated and expanded by the Honduran government in collaboration with the private sector to scale the project's work.

In 2017, project leaders identified an unmet need for vocational training within Honduran pharmaceutical companies, a growing industry that produces over \$375 million in sales annually. Representatives from more than 10 different pharmacies in Honduras' two largest cities asked Empleando Futuros to develop a technical training curriculum to prepare youth to become pharmacy sales assistants. The idea was that these assistants could help fill the need for entry-level staff in these companies, working as cashiers and supporting pharmacists while meeting the over-the-counter needs of their clients.

In 2018, Empleando Futuros led a two-day participatory occupational analysis workshop with Honduras' National Institute for Professional Training (INFOP) to identify the necessary skills and key components to be included in the training curriculum to meet the needs of the job.

At least 15 pharmaceutical professionals participated in the process, including pharmacy managers and supervisors, pharmacists, and representatives from the Chemical Pharmaceutical College of Honduras.

The event itself and the follow-on analysis of the sector was the first-of-its-kind and led to an INFOP-certified curriculum that would be used moving forward; 65 Empleando Futuros beneficiaries to date have completed the training and more than half of these youth have found employment.



**VENDEDOR  
AUXILIAR DE FARMACIA**

**Requisitos**

- Haber aprobado noveno grado
- Edad: Entre 18 y 40 años

**Contáctanos:**  
TGU: 2230-1959 / SPS: 2556-8233 / La Ceiba: 2441-0414  
Catacamas: 2789-6925 / San Lorenzo: 2781-4432

INFOP's social media recruitment  
for new Pharmacy Sales Assistant course.



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In response to requests from large and small pharmacies throughout the country, INFOP is replicating and expanding the pharmacy sales assistant course on a national level. In September 2019, INFOP will begin training youth in five Honduran cities: Tegucigalpa, San Pedro Sula, La Ceiba, Catacamas, and San Lorenzo. The 337-hour course includes training in customer service, computer use, inventory management, and pharmaceutical sales. Pharmacy owners in diverse municipalities have praised the quality of the training as well as its relevance to their needs and have asked that it be available and replicated across the country.

*“In INFOP we started a re-engineering process two years ago, to adapt the institution to the era of technology and the demands of the 21st century, a process that will help Honduras to have a skilled workforce that meets national and international requirements. Part of this re-engineering was to adapt at a national level, the Pharmacy Assistant Vendor curricula developed by USAID. This new career will give youth the skills, to be part of a labor market.”* Roberto Cardona, Director of INFOP

Alejandro Chirinos is a 30-year-old Empleando Futuros beneficiary living in a gang-controlled community in Tegucigalpa. He was one of the first youth hired after completing the initial pharmacy sales assistant training. *“Empleando Futuros is an enrichment opportunity for the labor market and for the youth of Honduras. I graduated from the pharmacy sales assistant training and I now work at PuntoFarma. Thanks to my training, I now have a job where I can help my family and my community.”*



*Alejandro Chirinos, an Empleando Futuros Pharmacy Sales Assistant graduate, has worked at PuntoFarma for more than 10 months.*

An initial \$1,500 investment by USAID, together with local contributions of volunteer time from pharmaceutical representatives as well as INFOP staff time, created a training curriculum that has already helped 65 at-risk youth and will soon support at least 100 more complete the new INFOP course. The expansion of the pharmacy sales assistant curriculum is a significant investment in Honduras' journey to self-reliance as an employment track that provides high quality, market-driven pathways for youth employment.