

SKILLING YOUTH FOR LIFETIME SUCCESS

Worldwide, the demand for economic resiliency and sustainability has never been greater than it is now. The confluence of vastly accelerating markets for new goods, services and technologies and the unprecedented urgency to address climate shifts and global socio-economic inequities call for a workforce that is skilled and agile. For more than a decade, Save the Children's youth employability programs have been evolving in tandem with local labor demands to equip adolescents and youth who are most impacted by inequality with the practical skills and networks they need to find decent jobs or build their own business and break the intergenerational cycle of poverty.

Unfortunately, the pandemic exacerbated the market challenges young people face. Many simply dropped out of the labour force, or failed to enter it altogether, due to the enormous difficulty of searching for or securing a job while lockdowns and confinement measures were being imposed and when employers were suffering revenue losses from economic downturns.

Save the Children is investing significantly on ensuring today's youth are prepared to enter the workforce and have the knowledge and pathways to do so. Our agile and youth-centric livelihood ecosystems are tailored to drive employment opportunities that meet the specific immediate and anticipated needs of local labor markets.

THE RESULT:

1 million youth in 47 countries have benefitted from Save the Children's youth livelihoods programs.



FACTS AND FIGURES FROM THE INTERNATIONAL LABOR ORGANIZATION (ILO)

267 MILLION

Young people were not in employment, education or training in 2021

3X MORE

The unemployment rate for youth ages 15 - 24 is 3 times more than adults

26% LESS

In low-income countries, women's participation rate in the labor force is 49%, compared to 75% for men

10% EMPLOYED

80-90% of people with disabilities are unemployed



OVERVIEW

Save the Children supports young people’s transition from childhood into adulthood by tailoring each program to meet the specific market needs with the skills for young people’s success.

LOCAL MARKET ASSESSMENT

To ensure a sustainable solution, it is essential to understand the market gaps and demands in order to funnel youth to flourishing industries. Insights are gleaned from public and private employment agencies, training schools, business/industry associations, civil society organizations, and local government agencies, to understand specific employment challenges to attracting and retaining talent. Through these consultations, a landscape assessment of suitable employment sectors for youth emerge based on the scale, growth, and relevance of opportunities; the quality, earning and career growth potential; and whether there are opportunities for microenterprises and youth-owned businesses. Equally important is understanding the risk factors and barriers to entry, and whether those outweigh the benefits to youth.

YOUTH-DRIVEN DESIGN

Youth voices are critical to the process to ensure the program is responsive to their needs, interests and motivations. Their ownership ensures they are comfortable in the program, see value and remain committed for the duration. In addition, young people participate in an employability assessment, which offers them a unique view of their current skills and provides an opportunity for youth to think critically about what skills they need to invest in. This model contributes to their own positive self-concept by having their perspectives heard, recognized and appreciated; it also creates deep engagement in the program.

TRANSFERABLE LIFE SKILLS

At the core of Save the Children’s youth livelihoods programming is a set of five core competencies collectively referred to as “Transferable Life Skills.” Transferable life skills are a set of skills, competencies, behaviors, attitudes and personal qualities that enable people to effectively navigate their environment, work well with others, perform well, and achieve their goals.

Transferable life skills are becoming more valued by employers. The number of jobs that require predominantly routine manual skills has decreased substantially since the 1980s, while the number of jobs using non-routine analytical skills has grown.¹ At the same time, because most educational systems have traditionally focused on compliance rather than independent thinking, the resulting soft skills gap can be limiting in terms of immediate employability and career development opportunities.

Save the Children has set its Transferable Life Skills curriculum at the cornerstone of its youth employability work, recognizing that regardless of age, experience, job level or industry, mastering these skills can have a profound impact on the lives of youth and facilitate their path to economic household security.

In addition to the core curriculum, Save the Children offers or connects young people to additional training needed as identified in the Local Market Assessments, such as digital skills or agricultural best practices. Relevant to the rapidly shifting global market dynamics, in nearly all settings, young people are being prepared for work in a green economy by recognizing they need to be taught green skills which are applicable today, as well as embrace a growth mindset to continue to adapt.

TRANSFERABLE LIFE SKILLS AT A GLANCE:



GREEN SKILLS

Are the knowledge and abilities that young people need to get green jobs, and make sustainable consumption and lifestyle choices.

GREEN JOBS

Are decent and inclusive paid work that aims to preserve or restore the environment, reduce harmful environmental damage, or help adapt to climate change.

¹PWC CEO Summit (2017). Managing Man and Machine. 20th CEO Survey.

BUILDING AN EMPLOYABILITY SKILLS ECOSYSTEM

In order to achieve sustainable change for young people, the entire ecosystem around youth must be engaged – including their parents, teachers, schools, future employers, and the policies and practices that govern their society.

FOR YOUTH



Expand fundamentals for workforce success: Building on the core Transferable Life Skills components of 1) positive self-concept, 2) self-control, 3) social skills, 4) communication skills, 5) higher-order thinking skills and 6) job searching skills, a universal overlay of developing growth mindsets and green skills is being incorporated into the current framework.

Skill for a digital future: Youth everywhere need the tech know-how for successful entry and participation in the digital economy. Digital literacy and digital citizenship courses are contextually relevant for each market.

Design for those who face the most inequality: Our gender responsible labor market assessment seeks to understand the intersectional needs and challenges that youth with disabilities, LGBTQ+ youth, migrants, and refugees, among others, face to enter and remain in the workforce. Designing with their unique challenges in mind is critical to closing the employment gap.

Mentorship: Employers across all industries, especially green industries, act as trainers, mentors and career coaches for young people. Their insight and expertise support the course trainings and job linkage activities by helping youth through jobs fairs, career talks, company visits, internships, and sharing information about vacancies.

Develop youth as change leaders: The program enables youth to build their own agency as leaders and to participate in civic engagement on issues impacting their communities and their professional ambitions. Youth participate in innovation labs that foster new solutions, and provide training to make their voices heard, access resources and connect to networks and organizations to make their efforts more impactful.

FOR TEACHERS



Implement transformative equity and inclusive approaches: Save the Children supports economic empowerment as a pathway to equity for youth experiencing discrimination. The program replicates successful approaches for youth with disabilities, addresses economic integration of migrants and refugees, and continues to drive transformative change for traditionally disadvantaged groups.

Increase teacher effectiveness: Teachers and trainers are gatekeepers in a young person's journey to economic empowerment. Save the Children works with instructors and implementing partners to increase their capacity to prepare youth for the future of work, as well as improving their understanding of Gender Equity and Social Inclusion (GESI) barriers to employment and harm that their own biases can do.

FOR THE COMMUNITY



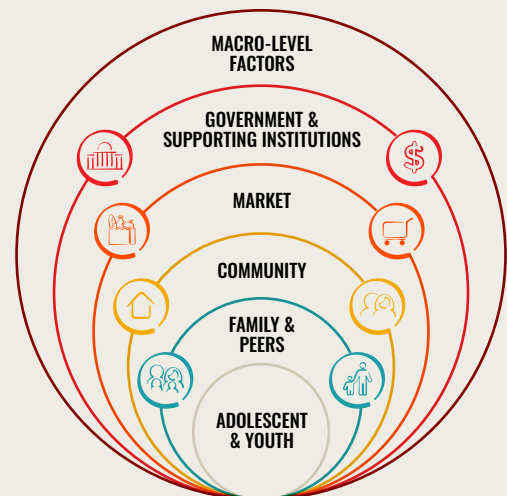
Engage parents and communities: Save the Children values engagement from families and other gatekeepers to address unequal gender and social norms, roles, and responsibilities. The program increases awareness and changes attitudes towards GESI barriers to education and workforce participation, and encourages families and communities to support youths' participation in non-traditional careers and the green economy.

FOR THE WORKPLACE



Drive equity and inclusion in the workplace: Save the Children works with companies to evaluate their own policies and practices, and supports them to address discriminatory attitudes, policies, and practices that limit the participation and advancement of young women and youth most impacted by inequality. Employer trainings address key gender and social barriers including sexual harassment in the workplace, discriminatory hiring and promotion practices, gender segregation in the workforce. They also offer solutions such as inclusive recruitment and retention practices and accommodations for employees with disabilities.

AN ENABLING ENVIRONMENT TO SUPPORT YOUNG PEOPLE



FOR CORPORATE PARTNERS

We invite partners to help scale this important work. **Save the Children is seeking \$50 million to reach over 1.1 million additional youth across multiple countries by 2023.**

Potential locations include all countries in Asia where we have a presence (including China and India), Italy, Ethiopia, Somalia, Uganda, Kenya, Senegal, Egypt, Turkey, Mexico, Colombia, El Salvador, Guatemala, Honduras and Peru. In addition to financial support, we welcome corporate engagement to participate in local market assessments, provide training and mentor youth, hold job fairs in the community and foster networking opportunities.



Photo: Save the Children



Save the Children®

Save the Children believes every child deserves a future. We do whatever it takes – every day and in times of crisis – so children can fulfill their rights to a healthy start in life, the opportunity to learn and protection from harm. With over 100 years of expertise, we are the world's first and leading independent children's organization – transforming lives and the future we share.

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