

# ***entra 21***

## **Connecting Disadvantaged Youth with Quality Jobs**

*An Initiative of the International Youth Foundation  
and the Multilateral Investment Fund of the  
Inter-American Development Bank*

**May 2008**

# IYF IN THE WORLD



# Public Policy

## Problem

- Social exclusion / unemployment
- Training supply unconnected to the needs of the labor market (and the particular challenges facing vulnerable youth)

## Response

- Second Opportunity Programs
- OSC Model

## **Component I. Learning**

Promote/learn from good youth employability practices (donors, practitioners, and policymakers).

## **Component II. Donations**

Improve employability of disadvantaged youth, by increasing their skills and placing them in decent jobs.



# Entra 21 in Latin America



18 countries = 35 projects

Ministério do  
Turismo



**Microsoft®**



**Lucent Technologies**  
Foundation



**NOKIA**



**Merrill Lynch**  
\*

# Program Model

- Training contents and supply in response to market needs.  
*Ensured at the start of and during training.*
- Integration of life skills with technical training. ICTs.  
*Duration complete cycle: average of 6 months (640 hours).  
50% technical skills; 50% life skills and seeking jobs or internships.*
- Internships as a part of training.  
*Usually after the end of the formal classroom training cycle.*
- Training and placement services.  
*Includes information services, counseling, fixing interviews, contact with employers.*
- Links with and participation of employers.  
*For market intelligence, as speakers, as mentors, as employers, as a source of joint funding.*
- *Public-private partnerships. Social networks.*



# Results



# Assessment Strategy

- Standardized regional system to be used by 35 NGOs with little assessment experience.
- *Focus on effectiveness (before and after comparisons).*
- Introduction of a quasi-experimental design in some project evaluations.
- The greatest challenge: working in different contexts with NGOs that are not accustomed to following up on young people.



# entra 21: Metrics

## Targets

## Achievements

\$23.75m to be invested

\$29.2m invested

12,000 program admissions

19,332 young people trained

20% dropout rate

11% dropout rate

40% job placement rate

54% placed

Gender balance

55% women

Return to education

40% recommenced formal studies

Employer satisfaction

92% employer satisfaction



# Learning



# Learning

- **Dual relevance**
  - Market
  - Youth (academic, economic, affective needs)
- **Labor markets:** Proximity approach. Precision in demand identification (skills). Unforeseen advantages.
- **Promotion / Selection:** Key steps related to dropping out (“the promise,” informed decision-making / skill, possibility, interest).

# Learning

## Training supply:

- From disorganization to comprehensiveness.
- Transversality ICTS.
- Flexibility / continuous learning.
- Use of intervention as a means to strengthen social capital.
- Guidance. Psychosocial support. Family involvement.
- Internships: Multipurpose. The challenge of follow-up and support.

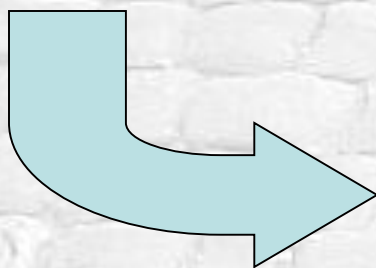
# Learning

- **Certification.** Incentive for the young people? For the employers? By skills.
- **Placement strategies:**
  - Before, during, after (not an internship).
  - Different mechanisms (employees, entrepreneurs).



# Scaling up a proven model

## Escalamiento de un modelo probado





## ***entra 21* Phase II - Goals**

Over the next four years ...

- 50,000 young people.
- Focus on more vulnerable youth and on larger-scale projects.
- Main allies: Governments.
- Generate learning – good practices / what works.
- Increased rigor in assessments: controlled studies.

## Contribution of entra 21:

- Expanded coverage.
- Improved information systems and labor mediation.
  - Market information methodologies.
  - Labor counseling services for young jobseekers.
  - Transfers of technology to OTECs and ECAPs to develop skills for placing their graduates in jobs (employment agencies).



## Contribution of entra 21:

- Support for impact evaluations.
- Technical assistance for expansion:  
NGO as a reference and example for teams from other involved agencies.
- Advice and supervision to ensure quality.



**Thank you very  
much**  
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