DESIGN APPROACHES TO PROGRAMS LINKING WORKFORCE PARTICIPATION TO SECONDARY EDUCATION: PERSPECTIVES FROM EDC

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USAID
Global Education Learning Series
YOUTH AND WORKFORCE DEVELOPMENT IN SECONDARY EDUCATION

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Challenge in Africa

450 Million
Working Age Population Growth by 2035

22.5 Million
Young People enter the workforce each year
Zoom on Senegal

100,000+ Enter Jobs Market

Nonexistent government jobs

Youth don't have the right skills

Lack of meaningful wage employment
Aligning secondary education systems, youth and markets
Key Skills for Senegal Middle Schools

1. Personal Development
2. Interpersonal Communication
3. Leadership and Collaboration
4. Hygiene, health and safety
5. Financial Skills
6. Digital Literacy
7. Entrepreneurship and Market Concepts
8. Schools and professional pathways
Real Life Exposure across a Work-Based Learning Continuum:

- Soft Skills
- Work Readiness Skills
- Work Exposure
- Work Experience
- Internships
- Post Workplace
- The World of Work
Challenge #1:

Lack of formal policies and cultural norms that enable the teaching of soft skills at scale
Challenge #2:

Fragmented relationships between schools, market actors, and youth
Embedding within the National and Local System

YOUTH, COMMUNITY-BASED SERVICES AND SUPPORT

- ELEMENTARY
- LOWER SECONDARY
- UPPER SECONDARY
- UNIVERSITY
- TVET

MARKET
Contribute to curriculum reform from the top-down and bottom-up
Support youth- and community-based solutions for work-based learning
Support youth-led solutions for entrepreneurship

- **TRAINING**
  - Be Your Own Boss (BYOB)

- **ACCOMPANIMENT**
  - Supportive Youth-led Group coaching

- **ACCESS TO FINANCE**
  - Savings and Internal Lending Communities (SILC)
Nurture a culture of learning and adaptation among system actors

- Meet Regularly
- Conduct Site Visits
- Hold Annual Forums
Illustrative Outcomes

2300 Teachers 350 Secondary Schools

Can Implement, Innovate, and Develop New Content around Soft Skills

Senegal Rwanda
Illustrative Outcomes

Rwanda

2500 Employers

Senegal

180 Entrepreneurship Clubs

Network

School-based
Four key considerations for scaling and sustaining

1. **SIZE**
   - **10,000–30,000** youth target in **4-5** years to **100,000+** youth
Four key considerations for scaling and sustaining

2 COST

Align the project budget to the Ministry budget
Four key considerations for scaling and sustaining

• Continuous qualitative monitoring
• Robust learning agenda
• Data visualization
• User-friendly communications
Four key considerations for scaling and sustaining

4 TIMING

Strengthening capacity and networks between system actors takes time
THANK YOU

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