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# Youth Workforce Development

SUPPORTING YOUNG PEOPLE TO ENTER AND SUCCEED IN THE LABOR MARKET

## CRS' Commitment

Globally, young people face significant challenges in accessing and remaining in the labor market. Young people are about three times as likely as adults to be unemployed, and over one-fifth of all young people worldwide are not in employment, education or training. Additionally, more than 123 million young people are working, yet living in poverty. At the same time, the global labor market is experiencing demand for talent, yet employers are unable to fill existing positions. Recognizing these challenges, Catholic Relief Services is committed to ensuring the design and implementation of impactful youth workforce development programs that are mutually beneficial to young people and employers and contribute to more stable communities. Ultimately, developing a more inclusive workforce makes the most of a country's demographic dividend by harnessing young people's ideas, ingenuity and energy and by increasing productivity with a capable and well-prepared labor force.

## CRS' Approach

Youth workforce development refers to programs, activities and policies that support young people to access jobs. Effective youth workforce development bridges the needs of young people and employers by enabling young people to acquire the knowledge, practical skills and attitudes for gainful employment and by providing employers with the means to meet their demand for skills.

Building on the integral human development and positive youth development frameworks, CRS' youth workforce development programs include essential components that respond to the needs of employers and are needed for young people to enter and succeed in the labor market.

It is critical to conduct assessments first in order to inform the design of the support and services that young people will receive and the activities in which they will participate.

Following that, young people need career guidance to select a career path and help them determine



Fig 1. CRS Youth Workforce Development Framework

the education or training they need to develop the skills required for their chosen career. They then need market-relevant training to acquire the necessary skill sets. To apply their skills and connect to the world of work, they need to engage in work-based learning, and lastly, young people require employment services to match them with employment opportunities. Foundational to CRS' approach to youth workforce development is stakeholder engagement throughout the program, with youth, employers, service providers and other key stakeholders such as government entities, families and community leaders.

## Key Components

COMPONENT	ESSENTIAL ELEMENTS	
<b>Assessments</b>	<ul style="list-style-type: none"> <li>■ Labor market assessment.</li> <li>■ Youth needs assessment.</li> </ul>	<ul style="list-style-type: none"> <li>■ Stakeholder mapping.</li> <li>■ Gender analysis.</li> </ul>
<b>Career Guidance</b>	<ul style="list-style-type: none"> <li>■ Greater self-awareness.</li> <li>■ Knowledge of the labor market</li> </ul>	<ul style="list-style-type: none"> <li>■ Career planning.</li> </ul>
<b>Skills Development</b>	<ul style="list-style-type: none"> <li>■ Greater self-awareness.</li> <li>■ Life skills.</li> </ul>	<ul style="list-style-type: none"> <li>■ Digital skills.</li> <li>■ Technical and vocational skills.</li> </ul>
<b>Work-Based Learning</b>	<ul style="list-style-type: none"> <li>■ Relevant work.</li> <li>■ Formalized partnership.</li> </ul>	<ul style="list-style-type: none"> <li>■ Supervision and relationship management.</li> <li>■ Tailored individual support.</li> </ul>
<b>Employment Services</b>	<ul style="list-style-type: none"> <li>■ Up-to-date labor market information.</li> <li>■ Job-search support.</li> </ul>	<ul style="list-style-type: none"> <li>■ Referrals and job-matching.</li> </ul>
<b>Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>■ Youth engagement.</li> <li>■ Employer engagement.</li> </ul>	<ul style="list-style-type: none"> <li>■ Service provider engagement.</li> </ul>

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## PROJECT HIGHLIGHT

### Improving a National Technical Vocational Training System to Benefit Young People in El Salvador

In partnership with the Salvadoran national training agency INSAFORP, CRS in El Salvador seeks to contribute to the transformation of the technical vocational training system in El Salvador, so that it develops a workforce in which young people can participate and that meets the needs of the labor market. This will be achieved by building the capacity of at least 175 staff members of INSAFORP and of 15 vocational training centers to provide career guidance, comprehensive and quality training, and employment services to young people. Additionally, CRS is supporting these institutions in updating their curricula to align with the needs of employers and industries. As importantly, INSAFORP will then be able to expand these improvements to other vocational training centers throughout the country.

Through the project, 5,050 young people ages 18 to 29 will complete training. Of these, 3,080 will be employed or self-employed through expanded partnerships with at least 60 employers in the San Salvador metro area. More importantly, thousands more young women and men in El Salvador will benefit from these changes in the years to come.



For more information on this program and CRS, please scan this code

