



A Second Chance to Make It – Impact of Work Readiness Training and Coaching on At-Risk Youth – The Case of Guyana

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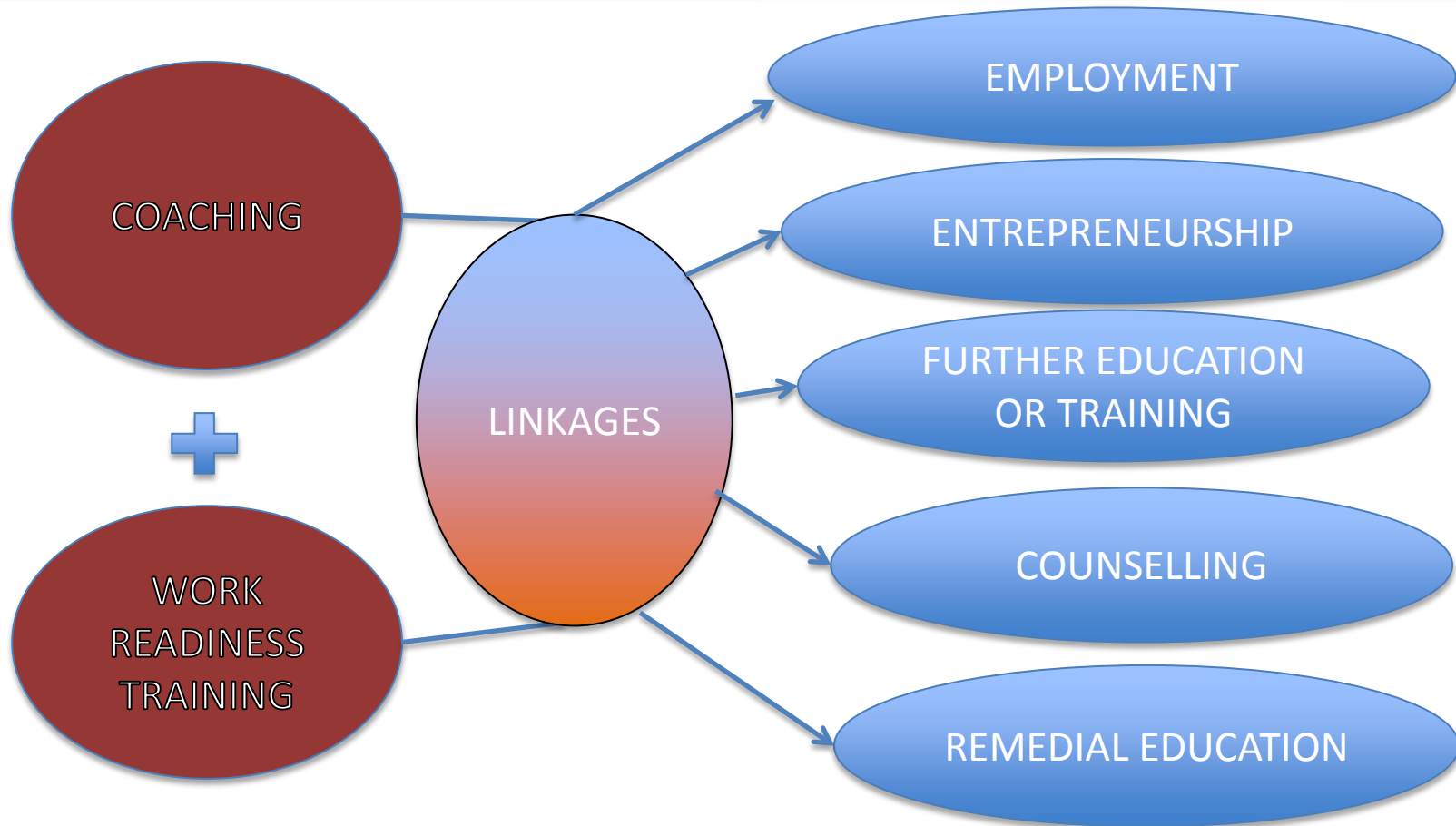
Skills and Knowledge for Youth
Employment (SKYE) Project

Structure of Presentation



- Starting at the Heart
- Project Context
- Why SKYE
- The Four Main Components
- Methodology of coaching and Work Readiness Training
- Success stories

THE HEART OF THE PROJECT



The SKYE Context

USAID/Guyana

Career Coaches to support youth in linking to jobs

Alternative sentencing to reduce number of Youth in juvenile justice system

Access to employability and entrepreneurship Skills

Access to financing for microenterprise

Caribbean Basin Security Initiative

Combat root causes of crime and violence

Enhance public safety and security

Build partnerships with local NGOs to provide rehabilitation for juvenile offenders

Training and increased access to microfinance



WHY SKYE

- **Guyana's Youth Population represents 17.5% of the total population**
- **Majority of Guyana's youth live below the poverty line.**
- **Youth unemployment is at 24% (World Bank Statistics)**
- **They are vulnerable to crime and recidivism.**
- **A large number of youths within the justice system are school drop outs**
- **Youth entering the justice system for small offenses have little diversion or alternative sentencing opportunities**
- **Many employers believe youth are not 'work-ready'**
- **Training opportunities exist, but a gap exists in accompaniment/placement**
- **Many vocational training graduates lack practical experience**
- **Lack of youth centered projects**

SKYE OVERVIEW



Goal: To reduce youth crime and violence through strengthening economic participation and civic engagement

Objectives:

- Provide expanded employment, education and skill-building opportunities for at-risk youth
- Facilitate re-integration of youth offenders into the workplace and community

Timeframe: August 2011–August 2015

DETENTION PREVENTION

Objective: To create and implement a system of alternative sentencing and diversion for minor offenders

Activities:

- **Advocacy with courts and law enforcement**
- **Referral system to SKYE via alternative sentencing**
- Enrollment in coaching, work readiness, and accompaniment services

Outcomes:

- **Reduced incarceration of minor offenders**
- Improved employability prospects for diverted youth
- Demonstrated effectiveness of diversion and alternative sentencing
- Participating youth return to school, find employment, or pursue further education

WELCOME HOME

Objective: To provide support for youth exiting the New Opportunity Corps to re-enter society and the workforce

Activities:

- **Design and implement pre-release planning and an Individual Employability Plan (IEP) through SKYE coaches**
- Work readiness training and other services leading managed referral to jobs, further training, return to school, and entrepreneurship
- Accompaniment – post-placement supports to transitioning youth

Outcomes:

- **Reduced recidivism**
- **Youth emerging from the NOC have access to a system leading to improved employment prospects**
- Participating youth return to school, find employment, or pursue further education

GET READY TO WORK

Objective: To develop a referral and support system providing vulnerable youth with skills, guidance and opportunities to enter the workplace.

Activities:

- **Recruit unemployed TVET graduates, out of school youth, and secondary school leavers.**
- **Provide SKYE coach, and develop Individual Employability Plan (IEP)**
- Train selected technical institutes and NGO's to deliver work readiness curriculum in regions 4, 6, 9, and 10

Outcomes:

- **System for career development planning and support**
- Increased capacity of technical institutes and NGO's in work readiness training and career planning

BE YOUR OWN BOSS



Objective: To provide young people with education, information, and support to develop their own businesses

Activities:

- **Provide training curriculum and procedures for entrepreneurship training tailored to selected motivated youth with business ideas**
- Negotiate access to financing opportunities
- Develop follow-through, mentoring, and monitoring to support new youth-led businesses

Outcomes:

- **Improved system for entrepreneurship training and support**
- Improved understanding of factors leading to targeting and enterprise success

WHO ARE OUR AT RISK YOUTH

- Youths between the ages of 15 to 24
- Live within regions 4, 6, 9 or 10.
- Majority of them are school drop outs
- They may have had brushes with the law
- Some came from the juvenile detention facility
- Others came from training programs around the country

COACHING METHODOLOGY DEFINED



The act of Coaching involves elements of a counsellor, mentor, guide, teacher and community service coordinator (*See p.4 Coaching Manual*).

Being a SKYE Coach means the following:

- Caring about the youth and wanting to help them succeed
- Taking time to listen
- Getting to know them well and understand their issues
- Not focusing on their shortcomings or problems
- Assisting them to recognise their strengths and identify realistic goals
- Linking them to livelihoods and jobs

Coaching Methodology



- The SKYE Coaching Methodology is UNIQUE:
 - Youth have coaches working with them
 - To develop their life plans
 - To link them to services
 - To guide them when needed

What else does it mean

Objective 1: Recruit/enrol youths into SKYE program

Key Activities:

1. Recruit and interview youths and fill Youth Initial Profile Form recording basic information
2. Visit youths in their communities to assess home situation and get family buy-in and Parental Consent Forms signed

Objective 2: Develop Individual Employability Plan with youths

Key Activities:

1. Assess Youths' strengths and guide them in identifying a reasonable employment goal
2. Evaluate their need for and ensure they access any necessary services (e.g., Counselling, sports, remedial classes). ***Requires periodic home visits.***

And

Objective 3: Ensure Youths attend Work Readiness training & services

Key Activities:

1. Enrol youths into WR training and ensure regular attendance
2. Visit youths at WR training 1-2 times weekly to observe behaviour and meet with youths and trainers to determine progress
3. Ensure youths attend any counselling or remedial classes

Objective 4: Link youths to employment/livelihood

Key Activities:

1. Liaise with/visit Private Sector, Ministries to find out about opportunities
2. Assist youths with application process and ensure readiness for interview

Work Readiness Training

- Learn the key soft skills
- Youths form friendship bonds
- Learn about working together (Not part of their mode of operation)
- Learn about interpersonal communication
- Six weeks seem like two for them



Team Work



MUSICAL CHAIRS

E's Story



- 16 years old
- Dropped out of the formal school system at 14
- At 15 enrolled in a skills training institute for school drop outs
- Did carpentry
- SKYE received a list of youths from the training program that is partly being funded by CRS

E's Story cont'd

- SKYE Coach Dada called him
- He joined the program
- He went through WR Training
- Dada worked with his family
- Youths and Team Work



E's Story Cont'd

- E has been working for the past 5 months with a furniture company
- The employer is happy with his performance
- E is enjoying his job
- This was the three month job/employer satisfaction assessment



Work Readiness training in the NOC

- Completed one Work Readiness training with 17 youths from New Opportunity Corps and currently working with 20 more youths
- Five of the youths who exited are now working with coaches to secure employment and further education opportunities



Graduation day.... Bosai youths



Work Readiness Training and Bosai

- One week before completion of Work Readiness Training three of the youths were secured apprenticeship with the largest mining company BOSAI in Region 10...
- The company transported them to the graduation ceremony to receive their certificates
- The young men all expressed how real WR Training was for their functioning in the new postings.

G's Life



- 22 Years old
- Dropped out of the formal education system at 13
- Took to the education of the streets
- Picked up for robbery
- Was remanded to prison
- Waited for 5 months for his case to be brought before the courts (or was it for the SKYE Project?)
- In the mean time.....

G's Life Cont'd



- SKYE joined the Inter-sectoral Team on Juvenile Justice
- Then joined the Task Force on Juvenile Justice
- Began Working with the magistracy as a point of alternative sentencing alongside Ministry of Labour Human Services and Social Security
- These interactions were timely and coincided with G's court hearing. What happened?

G's Life cont'd

- Two of the first set of youth given an alternative sentence to prison.
- They were given the option of becoming SKYE youth and they took the opportunity



Where is G?

- For the past three months he has been employed with one of the largest construction firms in Guyana
- He is enjoying his work
- He is responding well to coaching
- His family are happy with his progress
- His employer is pleased with his work and work ethics
- A direct result of coaching



Where are the youths where are we today?

- **270 At-Risk Youth supported by the Project** and currently developing Individual Employability Plans of 1500 youths targeted
- **155** Have completed work Readiness Training
- **20** Have completed Entrepreneurship Training
- 40 Youths have gained employment
- SKYE developed and introduced **5 new youth-employment focused curricula** and/or publications, specifically catered to Guyana, to improve the capacity of youth-serving organizations
 - Employment Coaching Toolkit; Work Readiness Curriculum; Entrepreneurship Curriculum; Youth Services Mapping; Labor Market Assessment Initial Results (and Report by September 30, 2012)
- **22 Employment Coaches deployed** to 4 target regions to provide continued support to at-risk youth at the community level
- **14 at-risk youths diverted from detention / prison** via alternative sentencing

Bridging Strategies

TRAINING/WORK READINESS >>> GREATER OPPORTUNITY

