

**SOUTH ASIA
YOUTH
SKILLS &
SOLUTIONS
FORUM**

unicef 
for every child

EY
Building a better
working world

SOLUTIONS BANK:

**Innovative
programmes in
South Asian
countries for skill
development of
youth with
varying needs**

SOLUTIONS BANK: INNOVATIVE PROGRAMMES IN SOUTH ASIAN COUNTRIES FOR SKILL DEVELOPMENT OF YOUTH WITH VARYING NEEDS:

DIFFERENTLY ABLED YOUTH

Idea	Impact	Country
<p>1. Seeing Hands: Provides training and employment opportunities in professional massage therapy for visually impaired people.</p> <ul style="list-style-type: none"> • Therapists are trained to professional massage standards, and spend a year studying anatomy, physiology and advanced massage techniques • Graduates are employed in a 'Seeing Hands' clinic providing quality remedial sports massage 	<ul style="list-style-type: none"> • Giving meaningful employment to the marginalised community • Meeting the demands of the industry 	Nepal
<p>2. Youth4Jobs: Prepares a confident workforce from differently-abled youth while simultaneously working with the private sector to create an enabling environment for them to perform.</p> <ul style="list-style-type: none"> • Works with less educated and better educated youth with physical, speech & hearing disabilities • <i>College Connect</i> component of the program trains and places educated engineers and graduates with disabilities in MNCs and large IT companies 	<ul style="list-style-type: none"> • 16,500+ PWD candidates trained • 15% increase in manufacturing productivity after hiring Y4J trained disabled youth • Inclusivity – 30% of participants are women. 	India
<p>3. Draktsho Vocational Training Centre for Special Children and Youth: Provides free life, soft and vocational skills to disabled youth to enable them to achieve self-reliance and independence.</p> <ul style="list-style-type: none"> • Provides basic academic sessions, recreation facilities for their overall holistic development • Shop and showroom facility exhibits products for sale and makes the program financially self-sustaining. 	<ul style="list-style-type: none"> • Zero dropouts since start; 99% employment rate • Branding of the goods as 'made by youth with disabilities at Draktsho to inform potential buyers • Training centre provides sense of community and belonging to a generally excluded minority 	Bhutan

YOUTH ENTREPRENEURSHIP & SELF-EMPLOYMENT

Idea	Impact	Country
<p>4. Loden SEED: Inculcates entrepreneurial skills and early exposure to self-employment in youth.</p> <ul style="list-style-type: none"> Creates awareness and provides training in schools, institutes and colleges. Brings theoretical learning and practical experience of entrepreneurship in curriculum 	<ul style="list-style-type: none"> Early exposure to entrepreneurship training helps create interest in youth on entrepreneurship and self-employment 	Bhutan
<p>5. National Entrepreneurship Network by Wadhvani Foundation: Educates + supports student entrepreneurs, start-ups, and SMEs to create high-value jobs for existing and new enterprises.</p> <ul style="list-style-type: none"> Industry-driven training pedagogy Adding 1,000+ start-up companies every year 	<ul style="list-style-type: none"> 40,000+ Jobs assisted 200,000+ students enrolled NEN is the largest entrepreneurship community in India with over 500 academic institutes 	India
<p>6. Institutes of Zorig Chusum, Choki Traditional Arts and Craft school, Draktsho Schools specialize in imparting structured competency-based training through certified trainers</p> <ul style="list-style-type: none"> Graduates are accommodated in the Craft Bazar where they sell their artefacts, Compulsory entrepreneurship module of 236 hours 	<ul style="list-style-type: none"> Promotes and preserve traditional art and craft of Bhutan. Boosts tourism sector and foreign exchange Trained youth are achieving in self-employment 	Bhutan
<p>7. Eye Mitra: Empowers people with skills and minimal financial support to provide vision care.</p> <ul style="list-style-type: none"> Carries out basic vision tests and supports candidates to set up their own business to sell prescription glasses and sunglasses in their rural and semi-urban communities. Offers micro-entrepreneurship opportunity to the unemployed youth 	<ul style="list-style-type: none"> 91% of the participants found work through Eye Mitra Optician (EMOs) program Empowers rural women to start their own business 48 lakh people screened under the program till date 	India

SCHOOL-DROPOUTS AND ECONOMICALLY VULNERABLE YOUTH

Idea	Impact	Country
<p>8. Open School Programme (National Institute of Education) – a route for out-of-school youth to resume academic or TVET training in a flexible open-learning delivery mode.</p> <ul style="list-style-type: none"> Provides continuing education to the farming and other working communities to upgrade their skills so that they become eligible for specific courses and can enter the labour force Programme runs parallel to the formal education system and provides training at 3 levels that are equivalent to grades 6-7, 8-9 and 10-11 of formal schooling 	<ul style="list-style-type: none"> The courses have assisted learners to start their own ventures and supported them in income-generating activities Opens the option for school drop-outs to return to formal schooling and vocational training 	Sri Lanka
<p>9. PAN IIT (PARFI) – aims to increase the income levels of poor people by providing a zero-subsidy vocational training program funded through loan financing; comes with a placement guarantee.</p> <ul style="list-style-type: none"> Reaches out to various companies to gain placement opportunities Course-based education is complemented by on-the-job training 	<ul style="list-style-type: none"> Placement Rate -100% 10,000+ candidates trained Improved retention rate due to responsibility to repay loan 	India

Idea	Impact	Country
<p>10. Gurukul learning in a full residential 100-day program (A Nudge Foundation initiative): All-round development of the underprivileged that equips them with life, literacy and livelihood skills.</p> <ul style="list-style-type: none"> • Life Guard Support provides helps in decision-making and information services like food, accommodation, and job-related decisions • Trains economically disadvantaged youth in skills to create their own source of livelihood 	<ul style="list-style-type: none"> • Placement Rate -70% • 100% of graduates with bank accounts and 10% of their earnings as savings with a 10% year-on-year increase • 1,800 youths trained 	India

WOMEN AND YOUTH IN REMOTE LOCATIONS

Idea	Impact	Country
<p>11. Solar Powered MoVE (Mobile Vocational Education) by Ammachi Labs: Development and vocational education in geographically remote villages using a solar powered classroom-on-wheels.</p> <ul style="list-style-type: none"> • Bring quality vocational education to the otherwise inaccessible regions of India's diverse geography. Delivers education to the 'doorstep'. • MoVE unit is equipped with the latest computer and communication technology, the unit typically contains 20 computers, through which students are trained in vocational skills 	<ul style="list-style-type: none"> • More than 300,000 women benefited • Aids students with limited basic education • Overcoming access obstacles, especially those faced by women • Greater geographical reach 	India
<p>12. Tripura Bamboo Mission (TBM) focuses on skill training of the artisans, farmers and entrepreneurs involved in the bamboo sector in the state of Tripura, India.</p> <ul style="list-style-type: none"> • Sustainable high-density bamboo plantations cover more than 2,100 hectares, • Products are now marketed through e-commerce platforms like Amazon, Flipkart, Snapdeal etc 	<ul style="list-style-type: none"> • 1.5 lakh households/3500 farmers impacted • 43,000 persons trained in different aspect of handicraft, incense and resource generation • Beneficiaries are women and minorities who from the poorest sections of the population. 	India
<p>13. Project Disha (implemented by UNDP and JSL): Uses a composite approach to bridge the demand and supply gaps that limit women's workforce participation.</p> <ul style="list-style-type: none"> • Works closely with businesses to identify employment and entrepreneurship opportunities for women and develop their skills • The public-private cost-sharing model enhances sustainability. • Outreach efforts to industry houses to convince them to recruit Disha trained women workers 	<ul style="list-style-type: none"> • 100% placement rate • Opening-up job roles in Steel sector for women that was traditionally not seen as career option • Young girls and women were able to enter traditionally male-dominated industries 	India
<p>14. Champa Central Training & Development Program - caters to growing demand in tourism industry by providing more employment to local youth.</p> <ul style="list-style-type: none"> • Multi-skill training and a generic designation to employees in all departments avoids stigma. • Breaks the common practice of forbidding married couples to work together in the same resort, as it encourages couples working together through its policy. 	<ul style="list-style-type: none"> • In a sector with high attrition rates, 99% retention of employees. • Now considered one of the preferred employers in Maldives. 	Maldives

YOUTH IN VULNERABLE EMPLOYMENT

Idea	Impact	Country
<p>15. Nepal Agricultural Research Council (NARC) provides equitable access of improved technologies and technical services to farmers.</p> <ul style="list-style-type: none"> NARC has a country-wide network of 62 research stations representing distinct ecological regions. The research sectors broadly include crops, horticulture, fisheries and livestock. 	<ul style="list-style-type: none"> Increased Agricultural productivity by use of modern farming technology Higher incomes improve quality of life and slow the rural-to-urban exodus 	Nepal
<p>16. Skills Training for Advancing Resources (STAR) Demand-driven skills training.</p> <ul style="list-style-type: none"> Learners are work ready in six months and are nationally certified in trade-specific education Soft skills training provided in Entrepreneurship and financial literacy. Social issues training in human rights, labour rights, and gender equality Trainees wishing to pursue further studies linked to respective schools/universities 	<ul style="list-style-type: none"> Provides a long-term and sustainable means of livelihood for participants 95% apprentices are employed after programme 18,900 youth skilled under the programme 8X improvement in salary after course 	Bangladesh
<p>17. Sports Councillor Program: Jobs training in sport infrastructure development & management</p> <ul style="list-style-type: none"> An employment-linked training program Job-roles mapped to individual islands in the atolls and their specific interests and opportunities Promoting participation of women and persons with disabilities is a core focus area 	<ul style="list-style-type: none"> Placement rate of 80% Above average entry level salary offered along with employee benefits 	Maldives
<p>18. Sudokkho - facilitating the private sector to deliver and invest in skills training</p> <ul style="list-style-type: none"> Seeks to test and scale-up market-driven, quality skills training models within the ready-made garments and construction sectors where youth are employed in vulnerable jobs. Raises awareness about the value of skills development among the trainees, and its role in obtaining decent employment 	<ul style="list-style-type: none"> 81% trainees placed, over 60 firms hiring students Approximately £1.2 million additional investment generated from industry for skills training Over 56% of students are women 	Bangladesh
<p>19. Rupantaran - provides a social and financial skills training package on adolescent development.</p> <ul style="list-style-type: none"> Uses life skills-based education focusing on overall adolescent empowerment Cascade model of training: national level master trainers train district-level trainers etc. An adult version of the package targets parents of adolescent enrolled in the sessions 	<ul style="list-style-type: none"> Over 300 trainers trained. Package has been endorsed by the government as meeting their quality and effectiveness goals. 	Nepal

UNEMPLOYED YOUTH

Idea	Impact	Country
<p>20. Green Village: An initiative by Life Project 4 Young (LP4Y) – established a Centre of Excellence – for the professional training for entrepreneurs (PTE) and construction of green villages.</p> <ul style="list-style-type: none"> • The village includes underprivileged young adults living in remote areas and extreme poverty. • The program equips the youth with sustainable and decent employment along with personal and professional development 	<ul style="list-style-type: none"> • 65% women included in the program • 70% placement • Accommodates 240 youth per year through 8 micro-enterprises 	India
<p>21. The Generations Program (McKinsey Social Initiative): Recruits, trains, and places non-traditional youth candidates in entry-level, middle-skill roles across varied sectors and professions</p> <ul style="list-style-type: none"> • Identifies jobs and mobilizes students by expert counselling based on their motivations, aptitude and employment standards for the relevant profession • The students receive a boot camp style 4-12 weeks of technical, behavioural, mindset & professional presence skill training along with social support services & mentorship 	<ul style="list-style-type: none"> • 28,000 + graduates till date • 84% placement rate • 2X increase in income of the students, • 56% women candidates • Post placement professional mentorship through trained psychologists 	India

YOUTH IN CONFLICT ZONES

Idea	Impact	Country
<p>22. Afghanistan Workforce Development Program (funded by USAID- 2012-2018): Trained for employment with private sector entities in job roles traditionally filled by foreign labor.</p> <ul style="list-style-type: none"> • Targeted the skills and employability of 25,000 technically qualified and professionally capable Afghans (25% of whom are women) in the private and public sectors • Three-step process to determine labor market needs and skills training requirements: Market demand assessment, Curriculum development, Competency-based training, • Employment placement services via Career Counselling Centers built in the institutes 	<ul style="list-style-type: none"> • Exceeded target by providing training to 43,873 employees, against a target of 25,000 • Program saw 36% female participation, higher than average in Afghanistan • 123 short-term labor market-driven training projects completed under the program 	Afghanistan
<p>23. Technical and Vocational Education and Training Program (implemented by GIZ): supports the Afghanistan government to set up an effective formal system of vocational schools.</p> <ul style="list-style-type: none"> • Builds capacity of TVET Teachers and facilitates apprenticeship for training participants • Improves management and governance structures of the government's TVET agency • Introduces Afghan TVET Sector to the latest course modules and technology 	<ul style="list-style-type: none"> • In 2017 >9,000 apprentices [25% of them women] completed 4-week internships at Afghan companies. • Upgraded the skills of 8,000 teachers. • 83 master trainers (approximately 20% women) certified by 2017 	Afghanistan

SECTORS WITH HIGH LABOUR DEMAND

Idea	Impact	Country
<p>24. Skills Training & Management: CSR initiative of Sanken Construction Pvt. Ltd: A trades skills school to supply workers to the booming construction industry</p> <ul style="list-style-type: none"> • Induction of candidate for training through counselling and long-term career guidance • The course covers modern methods and techniques along with tools and machinery sufficient to achieve a certification in 'Construction Technician', a higher paying job category. • 9 months apprenticeship program with a stipend of \$50 per month 	<ul style="list-style-type: none"> • Enrolls school drop-outs and basic school learners • Minimum drop-outs from the program (1-2%) • Fee based model, for ensuring financial sustainability • Improved job retention in the long term, through counselling for youth's career path. 	Sri Lanka
<p>25. Centre of Excellence for Leather (COEL) To improve the overall skill level of the workforce to meet the sector's immediate and long-term skill needs.</p> <ul style="list-style-type: none"> • Acts as a one-point service centre for leather sector in relation to skill development • Certification credentials through the national qualification framework 	<ul style="list-style-type: none"> • More than 16,000 apprentices trained. • 64% of the total apprentices trained were women • 99% students employed after programme 	Bangladesh
<p>26. Zero-to-Hero Program: Provides certified diving course, using an employment model where students are placed in the affiliated group of resorts post-completion of training.</p> <ul style="list-style-type: none"> • Training in skills required of base leaders to manage a complete diving center– e.g. inventory management , accounts, finance. • Recognised by Maldives Qualification Authority as a Level 3 Certification Course 	<ul style="list-style-type: none"> • 98% trainees complete their training out of which 90% get placed. • The average salary of a graduate from the program is 160-260% of the entry level salary for white collar jobs in the Maldives. 	Maldives
<p>27. Jetwing Youth Development Project - offers both theoretical and on-the job training free of cost, to prepare youth for a career in the hospitality industry.</p> <ul style="list-style-type: none"> • Six-month programme. • Jetwing Hotels guarantees employment to the trainees within the Jetwing family but allows them to find employment elsewhere in the hospitality industry. • Passes the benefits of tourism to the local community through meaningful employment. 	<ul style="list-style-type: none"> • Participants of the 1st JYDP moved to higher positions within two years • Preferential entry to local youth • Improvement in English and soft skills of the trainees 	Sri Lanka

Idea	Impact	Country
<p>28. Maruti Suzuki India Limited (MSIL): adopts Industrial Training Institutes (ITIs) to improve the quality of training so graduates are industry-ready and have high employability.</p> <ul style="list-style-type: none"> • Includes infrastructure improvements such as repair of building, machines, and workshop tools, provision of furniture and teaching aids • The trained students get placement opportunities with company dealers as full-time employees and apprentices. • Experiential learning through simulation and hands-on experience by industry-trained faculty. 	<ul style="list-style-type: none"> • 141 government ITIs across the country to impart training in automobile service and repair. • 3,600 students from various ITIs have got employment in service workshop of company's dealers • Students may opt for self-employment opportunities 	India
<p>29. Ooredoo's (telecom firm) Education Assistance Program: Adopts technology as a lever to impart workplace training to its employees through a digitally-enabled self-learning program.</p> <ul style="list-style-type: none"> • The employees are regularly trained and assessed on skills relevant to the job role. • A comprehensive 6-month induction period develops a deep understanding of telecom sector 	<ul style="list-style-type: none"> • Skill-match for specific job-roles improved from 12% in 2013 to 99% in 2018. • Employee engagement increased from 27% in 2008 to 91% in 2018. • Has helped Ooredoo to win market share 	Maldives
<p>30. Trekking Agencies Association of Nepal [TAAN] (umbrella association of trekking agencies): Designs curriculum for training providers for skills required to pursue a career in trekking and mountaineering.</p> <ul style="list-style-type: none"> • Formulates courses in collaboration with global trekking and mountaineering organizations • Regulates and monitor the facilities provided by member trekking agencies to all levels of staff, including the porters. 	<ul style="list-style-type: none"> • TAAN has ensured that each trekker is accompanied by a trekking guide or porters. • This has led to a reduction of unauthorised and illegal operations. • Increase in numbers of trekking agencies in Nepal which has increased overall sector employment 	Nepal