

RIAL SEMINAR ON YOUTH EMPLOYMENT

Rio de Janeiro, May 20 and 21, 2008

Panel 3 – Summary of Presentation by Entra 21 Program

“Connecting Disadvantaged Youth with Quality Jobs”

“The Entra 21 program demonstrates that youth from low income families in Latin America benefit from short-term job training, especially when combined with life skills, internships and job placement services. The diversity of contexts where it has been implemented enables us to demonstrate that projects with similar elements can yield strong, positive outcomes. The evidence to date indicates they do.”¹

The International Youth Foundation

The International Youth Foundation (IYF), founded in 1990 and active in almost 70 countries around the world, works to build and promote a global community of corporations, governments, and civil society organizations committed to the empowerment of young people so they can become healthy, productive, and participating citizens.²

Entra 21 Program: The Beginning

Entra 21 is a youth employment program, created in 2001 by the International Youth Foundation (IYF) in partnership with the Multilateral Investment Fund (MIF) of the Inter-American Development Bank (IDB), with funds from USAID and other corporate donors, with the primary goal of providing job training and work experience in information and communications technologies (ITCs) for disadvantaged youth in Latin America and the Caribbean. The program set itself the targets of training 12,000 young people aged between 18 and 29 and of placing at least 40% of them in quality jobs, by means of donations to nongovernmental organizations (NGOs). It also set itself the additional goal of improving knowledge about youth unemployment and about the best practices for combating it.

Entra 21's projects share several common features:

- Mostly carried out by NGOs (32 organizations, in 18 countries).
- Providing short-term training that responds to market needs (average duration of between 6 and 12 months; average of 650 hours in total).
- Comprehensive study plan, including technical training as well as life and employment skills.
- Internships / job placements.
- Labor mediation services.

¹ Youth Development Notes. The World Bank. Volume II, Number 2. December 2006.

² To learn more about the foundation, see: www.iyfnet.org.

Some of its achievements are highlighted on the table below:³

GOAL SET	ACHIEVEMENTS
\$23.75m to be invested	\$29.2m invested
12,000 to receive training	19,332 trained
20% forecast dropout rate	10–15% dropout rate
40% job placement rate	51% placements (57% with permanent, formal contracts; 74% with one or more legally mandated benefits; 85% working 35+ hours per week; most earning the minimum wage or more; 9% begun their own business)
Gender equality	55% women
No goal	40% recommenced formal studies (compared to 26% base line)
Employer satisfaction	92% satisfaction rate with interns/placements Higher rating for life skills (4.3) than for technical skills (3.6)

Entra 21: A New Phase

At the end of the first phase (2001-2007), a new alliance was launched with the MIF in 2007 with the creation of a \$30 million dollar fund and the goal of reaching 50,000 young people using the lessons learned and new challenges posed by Entra 21. The three main innovations in this new phase include:

- Reorienting evaluation to **focus on impact**.
- Identifying and supporting a given number of programs that will achieve **significant increases in scale** in providing young people with quality training and job placements and will demonstrate different routes towards achieving increases in scale. This will include programs with municipal, regional, and national governments, as well as programs led by and strongly supported by the private sector and programs designed to mobilize philanthropic support (45,000 young people; 50% placement goal).
- Focusing on young people who pose greater employment challenges than those supported by Entra 21, including youth from rural areas and those in **highly vulnerable circumstances**, such as potential gang members, the disabled, displaced persons, and those who dropped out of school at an early age (5,000 young people; 40% placement goal).

Entra 21: The Scale-up Component

With the scale-up component, the focus of our intervention will be on contributing to the job training initiatives underway in the region with government funds and on formalizing cooperation agreements through which the program can influence the allocation of government resources for strengthening and improving youth services. For example, in Colombia, in collaboration with the municipality of Medellín, the Youth with Future Program has been underway since October 2007, the goal of which is to reach 8,000 young people, with a total investment of almost \$4m.

Added value and impact of the IYF/municipality alliance:

- a. Job placement component.
- b. Investment in a larger number of young people, including those from rural areas.

³ Data from 13 projects, six months after graduation.

- c. The design includes incentives for continuing education.
- d. The design includes impact assessments, funded and guided by Entra 21.

Evaluation of Results versus Evaluation of Impact

As stated above, one of the innovations is to focus on impact evaluations. The learning component in the first phase of the program centered on studying the effectiveness of the projects and generating learning about how to involve employers in youth employment programs. To assess their effectiveness, external evaluations of each project were carried out six months after completion.

In the new phase, the learning strategy will be strengthened by including new elements, most particularly impact assessments, to measure differences in employment status and other effects among the Program's target population and the control groups.