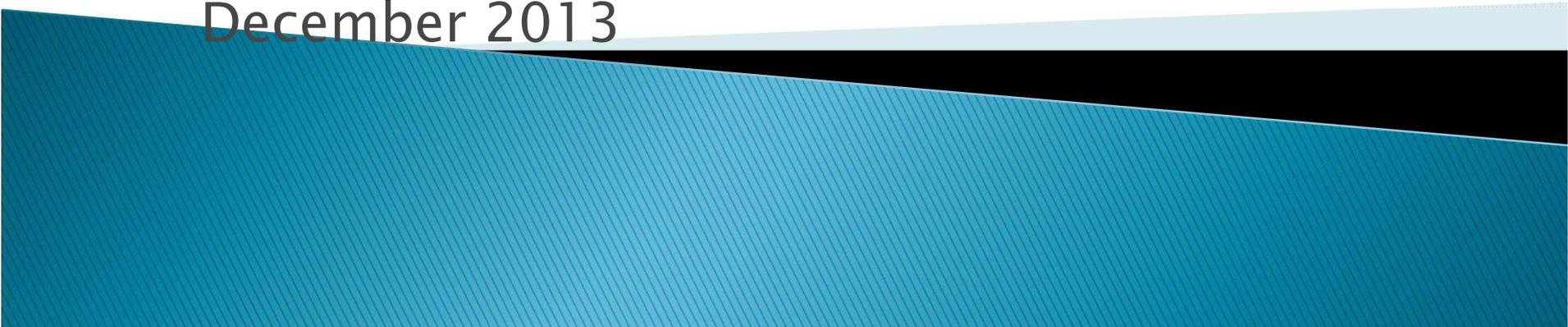


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# Enhancing youth employability:

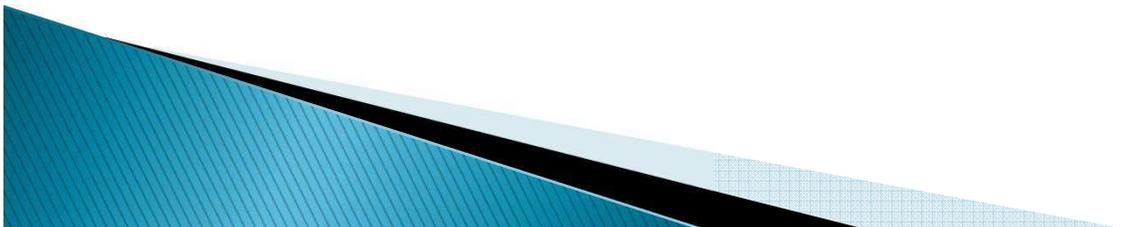
## The importance of core work skills

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December 2013



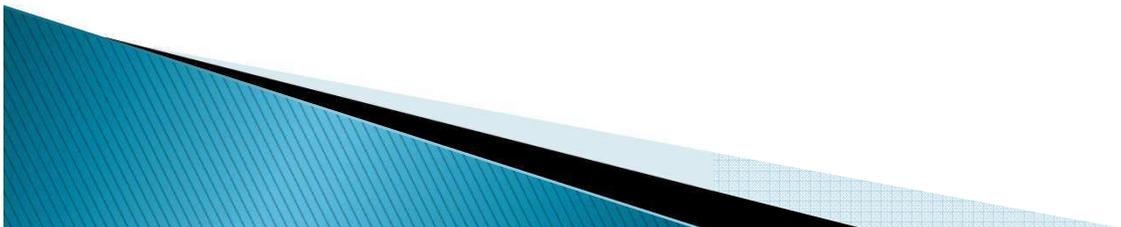
# Outline

1. Some background...
2. What are core skills for employability?
3. Why are they important?
4. Policy messages
5. Innovative use of ICT to reach and teach disadvantaged youth core work skills



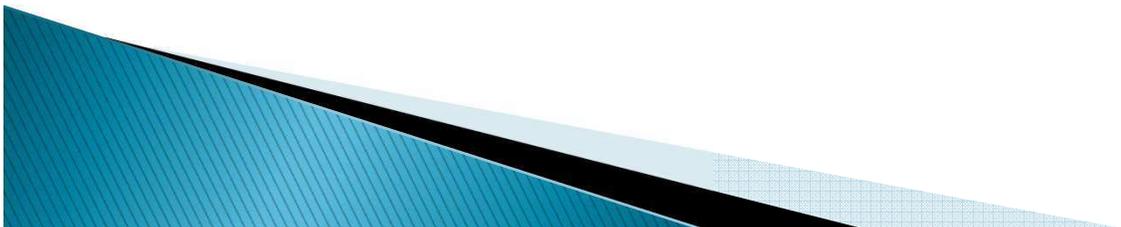
## Background

- ▶ Close to 75 million young people worldwide unemployed, 4 million more than in 2007.
- ▶ More than 6 million youth had given up looking for a job.
- ▶ Over 200 million young people were working but living on less than US\$2 a day.
- ▶ Globally, the world will need to create some 40 million new jobs each year for new labour market entrants.
- ▶ 200 million jobs are needed to absorb the unemployed this year(75 million are youth).



## Bkgrnd cont'd

- ▶ At the same time as the world struggles with youth unemployment, paradoxically, it is experiencing a skills shortage.
- ▶ Survey data from nine countries: 43 per cent of employers indicated they could find the skills entry-level workers they needed (McKinsey 2012)
- ▶ The skills in demand are what the ILO terms “core work skills” or core skills for employability”



## Skills for the world of work

### Basic/foundation

At their most elemental, foundation skills include the literacy and numeracy skills necessary for getting work that can pay enough to meet daily needs. These skills are also a prerequisite for continuing in education and training, and for acquiring transferable and technical and vocational skills that enhance the prospect of getting good jobs

### Vocational or technical

Specialized skills, knowledge or know-how needed to perform specific duties or tasks

### Professional/personal

Individual attributes that impact on work habits such as honesty, integrity, work ethic

### Core work skills

The ability to learn and adapt; read, write and compute competently; listen and communicate effectively; think creatively; solve problems independently; manage oneself at work; interact with co-workers; work in teams or groups; handle basic technology, lead effectively as well as follow supervision.

# What are core work skills?

- ▶ *Learning to learn* covers the knowledge, skills, attitudes and aptitudes which enable individuals to set, plan and reach their own learning goals and become independent autonomous learners. These skills equip young people for lifelong learning.
- ▶ *Communication* covers the abilities to gain understanding from others – by listening, reading and observation, using both formal and informal, oral and written means – and to put across ideas clearly and effectively.
- ▶ *Teamwork* covers the abilities necessary to operate smoothly and efficiently within a group, including those related to both cooperation and leadership.
- ▶ *Problem-solving* covers the analytical skills required to evaluate information or situations and decide on the most appropriate ways of addressing problems. These skills include awareness of long-term consequences of actions taken and the capacity to assess and adapt plans of action.



## Why are they important?

- ▶ For the individual, they improve the ability to get and keep a job, to move around in the labour market and to engage in lifelong learning.
- ▶ For the employer, these core skills mean employees better able to respond more readily to changes in the workplace
- ▶ Workers learn more quickly and perform more effectively, allowing enterprises to develop more innovative and flexible workplaces, where employees can offer novel ideas, and to adjust more quickly to technological change and organizational restructuring.



# Policy challenges

1. Securing the first job and then being able to move on in the labour market, both of which require core work skills as well as the technical skills to perform specific tasks.
2. The need to improve access to innovative, good-quality secondary education and training, a prime site for the transmission of core work skills, and to ensure that more young people take part in and complete their courses.
3. Opening up opportunities to acquire core employability skills to disadvantaged young people, including those who have dropped out of school or never attended, and those who are working in the informal economy under poor conditions.
4. Obtaining recognition of the core employability skills acquired outside the workplace. These skills are not typically certified, so how are they to become recognized?



# Reaching and teaching core skills to marginalized youth: Innovative use of ICT

- ▶ Offers an **online learning programme** .
- ▶ Provides **e-Mentoring** that links students with professionals, as mentors to give students access to new professional networks, a clear understanding of what it means to work in the formal sector, and the opportunity to practice professional communications skills using ICT tools;
- ▶ Develops **digital classrooms** allow for greater scale and the potential for lower cost per trainee, once the initial investment in hardware and software is made.
- ▶ **Combines civic and digital education** to empower youth to understand the challenges that face their communities and work together to solve them.
- ▶ Ensures that newly qualified **teachers** have the appropriate skills and practical experience to foster core work skills and that they **can engage with digital media**.

