



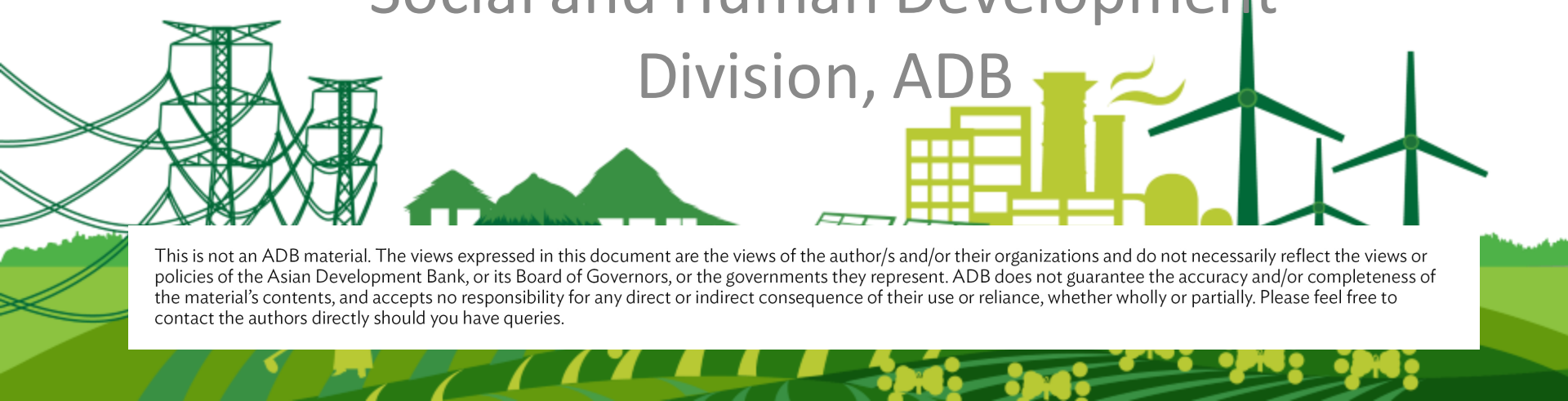
## Workshop on Smart Grid Technologies and Implications for Inclusive Development in Sri Lanka

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# Education and Skills Development for More Women in Tech Jobs

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A decorative background illustration at the bottom of the slide. It features green silhouettes of power lines and towers on the left, a traditional house with a thatched roof in the center, and a modern industrial building with smokestacks and wind turbines on the right. The bottom of the illustration is filled with abstract green and yellow patterns.

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# Outlines

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- The mystery – missing women
- Three Disconnections
- Three Roles for Industry
- How ADB can help

# The Missing Women

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- Women are doing great in schools
  - Gender parity in all level
  - Better learning outcomes (A/L pass rate 73.5% female vs. 55.8% for male)
  - Science and technology – not bad, compared to international comparison (CS/IT – 50.4%, technology – 45.6%, engineering – 22%)
- Labor market outcome is poor
  - Female labor market participation – 35.9%
  - Young, educated women's unemployment rate is highest (overall, around 20%, among A/L or above 11.8%)

# Three Disconnections

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- Supply vs. Demand – Skills Mismatch
- Jobs Available vs. Jobs Wanted – Aspiration Mismatch
- For women – Expectations vs. Supporting Systems

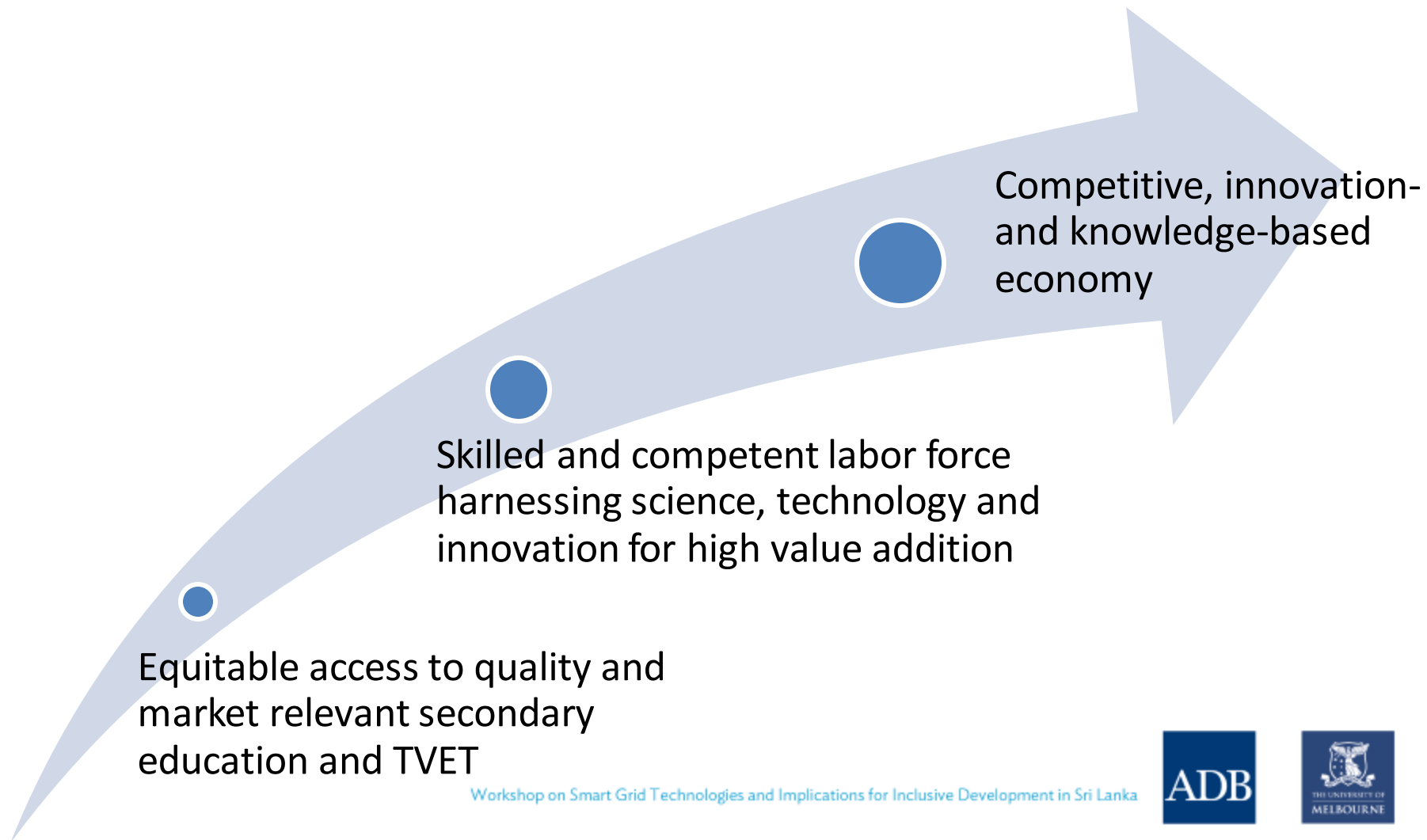
# What can we do about these disconnections?

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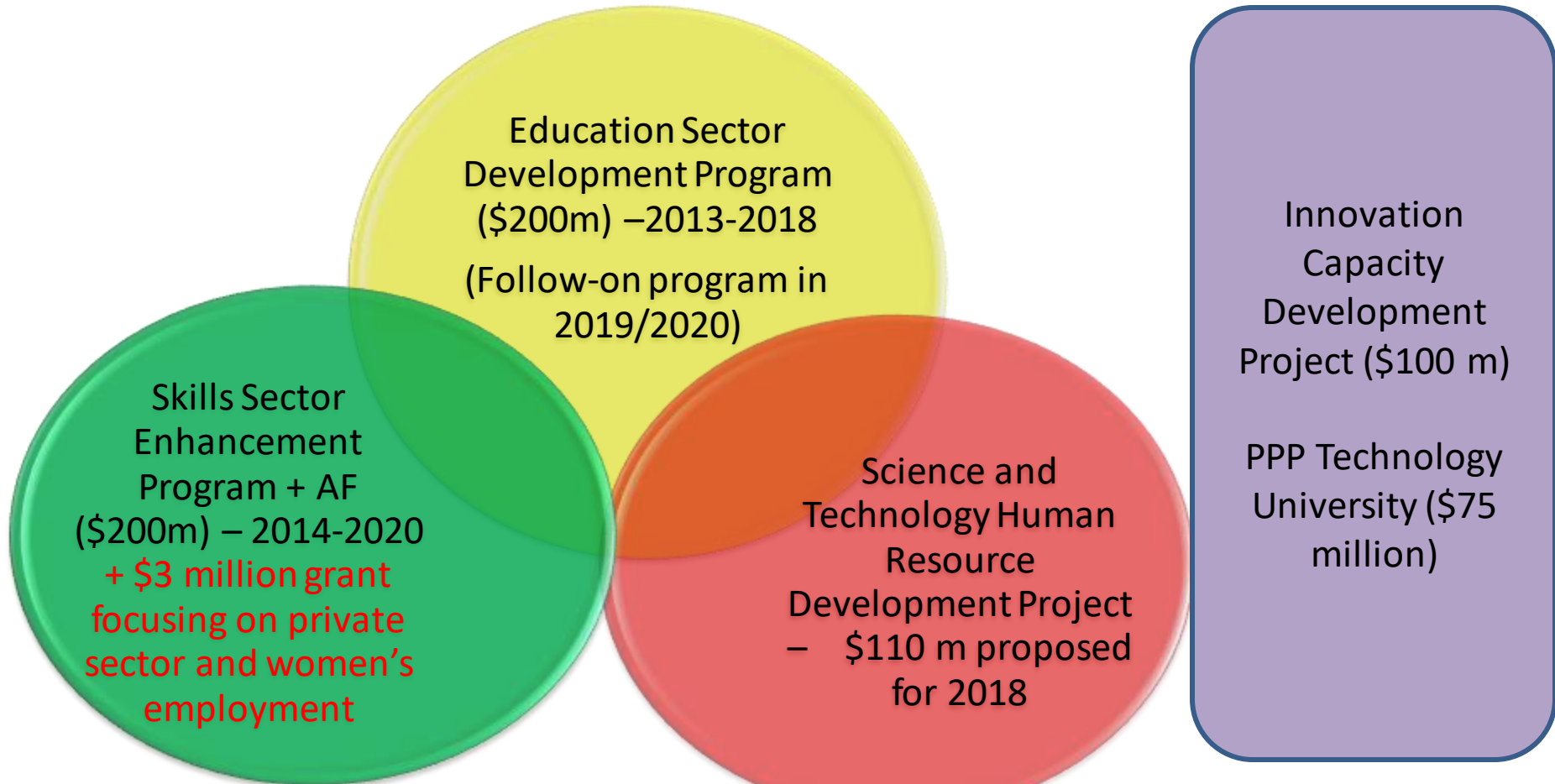
- Skills Mismatch – better aligned curricula and training
- Aspiration Mismatch – better career guidance
- For women's employment – awareness, policy, practices, and many more

# ADB's Approach to Human Capital Development: Responding to Sri Lanka's Growth Paradigm

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# Integrated Approach to Inclusive Human Capital Development



TA: Human Capital Development Capacity and Implementation Support (\$3.35m) (2012-2020)



# Specific Areas for More Women in Tech Jobs

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- School Education – STEM focus and career guidance
- Skills Development – new technology areas, OJT, entrepreneurship development, employer engagement through training outsourcing, dedicated support (\$3 million grant)
- Higher education – new technology areas aligned with industry demand