

شباب مؤهل

EQUIP YOUTH

The Initiative

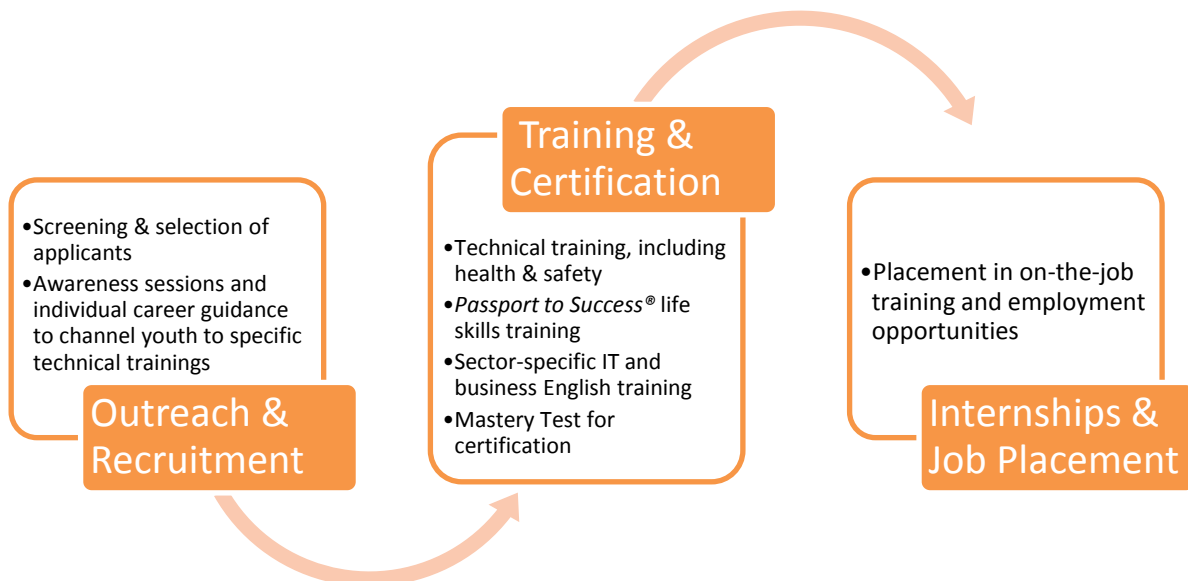
To address the challenges facing youth who seek to enter the workforce, the International Youth Foundation (IYF) and the Caterpillar Foundation joined forces to provide 750 unemployed, disadvantaged young Jordanians, ages 18-27, with market-relevant life and job skills training along with job placement support and services. The program, *EquipYouth*, is part of a three-year, global initiative to increase employability for underserved youth through skill-building, internships, and on-the-job training, as well as capacity building and increased job placement support for the local partner organizations who serve them. Through these activities, *EquipYouth* aims to place over 50 percent of youth who complete training in decent jobs within six months of graduation.

Program Model

EquipYouth focuses on preparing young people for careers as industrial technicians in specific trades that are in high demand in Jordan's economy, such as automotive repair, industrial maintenance, and forklift operation. Two high-demand, non-industrial career tracks in HVAC maintenance and retail are also offered to approximately 50% of participants. Youth receive comprehensive life and employability skills training thanks to leverage from IYF's *Youth for the Future* program funded by USAID. The training cycle is as follows:

Target Youth

Ages 18-27: Unemployed youth who are not in school, who have dropped out of high school or have a high school degree, or have attended a community college or university.



One of the program's primary goals is to place at least 50% of the young people who complete *EquipYouth's* integrated training program in quality internships and/or jobs. To support this effort, IYF and its training partners pay particular attention to outreach and awareness for employers and other key stakeholders. Key activities include:

- *Employer roundtables.* Two events have been conducted to engage the private and public sectors and trade unions. The first roundtable focused on employment in the automotive repair industry and was attended by employers such as Mazda, Peugeot, the Hybrid Service Center, and private garage owners. The second roundtable focused on heavy equipment operation and industrial maintenance and was attended by representatives of IKEA, Pepsi Co, Petra Engineering Industries, Consolidated Jordan for Steel, and Jordan Tractors.
- *Improving apprenticeships.* *EquipYouth* is collaborating with the International Labor Organization to pilot an innovative apprenticeship program for EY's automotive and diesel technician training graduates. The effort aims to improve informal apprenticeship systems and document a best practice model for informal apprenticeships.
- *Ongoing market research.* A market assessment tool is being used to monitor local labor trends and ensure a strong, demand-driven training program that gives youth participants both the skills employers demand and direct access to jobs.

Mechanical Trades:

Automotive/equipment repair
Industrial maintenance
Heavy equipment operation
Bookkeeping
Electro-mechanical technician
Diesel technician

Other Trades:

HVAC
Retail services

Caterpillar Engagement

Jordan Tractor (Jallad Group), Caterpillar's official dealer in Jordan, actively supports *EquipYouth* by helping to identify potential employment opportunities, and by participating in training and awareness activities for the youth including offering coaching sessions on health and safety.

In addition, Jordan Tractor has interviewed a number of EY beneficiaries who completed the diesel technician training. One unemployed EY beneficiary with a high school diploma was accepted into its 3-year intensive CAT trainee program. It is worth noting that Jordan Tractors has strict recruitment criteria, typically selecting only college degree holders. While participating in the training, the EY beneficiary is being treated as an employee with all contractual benefits, and upon completion of the course, he will be hired as a CAT Jordan employee.

Training and Employment Outcomes

To date, 570 youth have enrolled in the program; 317 of these youth have completed trainings, and over 70% of these completers have been placed in internships and/or jobs.