

Addressing the Skills Mismatch: Strategies from Latin America

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Pillars of IYF's skills mismatch approach

SYSTEM CHANGE

Data-based, sector-wide
WFD strategies that lead
to sustainable, regionally
appropriate solutions

Skills mismatch approach

Vision

- Generate or refine a vision for workforce demand
- Cultivate actors
- Provoke interest

COMMON DIRECTION

Actionable research

- Labor market assessment
 - Growing sectors
 - High demand skills
- Curricular analysis
- Existing skills development infrastructure

SKILLS MISMATCH

PPP

- Institutional diagnosis and facilitation
- Identify and leverage:
 - Incentives
 - Institutional bottlenecks
 - Room for maneuver

WHAT IS POSSIBLE

Instruments

- Curriculum alignment
- Career orientation services (families and students)
- Quality internship management
- Job placement tools and job search skills development

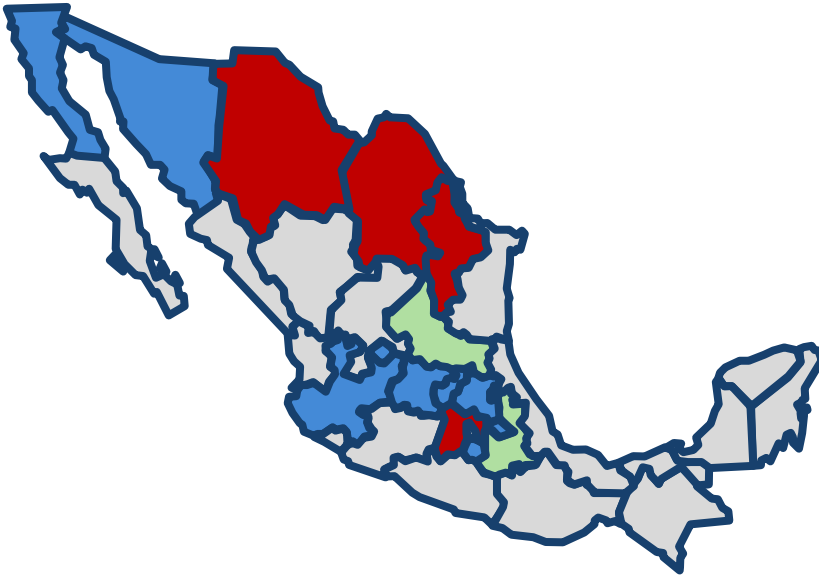
CLEAR ROADMAP

Results

Curricular Impact	2,700 hours of new curriculum designed to address technical skills	Aligned with strategic sectors that in some cases integrate binational supply chains.	
	1,000 hours of updated technical pedagogical materials		Recover skills included in the curriculum but not demonstrated by graduates.
	60 hours of active learning life skills curriculum		Incorporate groundbreaking active learning pedagogy into traditional formal educational context.
	20 hours of active learning career orientation curriculum	Support youth to choose degree program by exposing them to vital information about career opportunities and return on investment.	

Scale and Sustainability

Regional scale:
Automobile advanced manufacture



A sustainable collaboration:
An ongoing agenda to tackle skills gap



1. Quality assurance for aerospace manufacture
2. Aerospace Maintenance
3. Automobile advanced manufacturing
4. International trade

Lessons

- **Engaging the private sector**
 - Cluster based organization vs traditional chamber
 - Adding critical skills have more appeal for private sector
 - Current gap vs. future gap
- **Convening a group of stakeholders**
 - Stakeholders' shared interests define the scope of work
 - Staffing & backbone
- **Scale and sustainability**
 - System change
 - Be aware of what is working in other markets

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Muchas gracias!

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LMA for Tool & Die Makers in Nuevo Leon

