

ORALE MODEL SUMMARY

Overview & Objectives

The model presented in this overview aims to improve the employability of at-risk youth by training them with life and employment skills and helping them to become employed or continue their studies. It aims to build resilient communities and create safe spaces for youth through a focus on “youth helping youth.” International Youth Foundation created the model which was implemented in partnership with Fronteras Unidas Pro Salud in Tijuana. In just three years, more than 700 young people from the most vulnerable sectors of this city benefited from the program.

The model is a two-phase intervention in which young people actively improve their professional skills then put them to use to gain employment or go to school. This benefits the development of skills that enable young people to build resilience, make use of their ability to overcome negative experiences, and change the paradigm from “fighting for survival” to “developing skills to achieve a productive life.” Oralé participants in Ciudad Juarez and Tijuana left the program with increased confidence, a clearer life plan and more skills to enter the job market successfully. Perhaps, more importantly, they developed a positive attitude and the hope of making a better life for themselves and their families.

The Scope of the Curriculum

- **Training** young people, aged 16-28 years old who have completed their education through middle school and are looking for a way to break into the world of employment
- **Guiding** employers to create job opportunities for young graduates and to support them once they are placed
- **Guiding** young people towards work options according to their skills and aspirations, and **referring** them for work and education opportunities
- **Following up** on young people so that they persist in their search for a job and/or become successful in their employment

Curriculum in Brief

- **Peer to Peer Approach.** Youth leaders are trained and equipped as facilitators, mentors, and counselors to other youth. They effectively lead the program activities and make collective decisions in adjusting the programs direction or introducing innovations according to youth and employer's needs.

(Re)Connecting Youth

Exchanging Global Lessons

- **Adaptability.** The youth employability training may be implemented as the core component of the intervention or may be incorporated into other educational activities such as technical, health or social services programs.
- **Cohort Modality.** The cohort design creates a supportive and encouraging network of peers progressing through the program together.
- **Follow-up Engagement.** The program increases a young person's self-efficacy to reach their education or career goals through the development of new skills and peer mentorship and counseling during a 4-month period.
- **Diverse Trainings.** Youth participants are trained in soft and employability skills, with opportunities to participate in field visits to companies and schools, while getting involved in extracurricular cultural activities.
- **Youth Friendly Lessons.** The curriculum offers youth-friendly lessons tailored to participants' needs. A dynamic, non-traditional training methodology helps youth identify their potential and make an impact on their own development.

Key Curriculum Elements

- A **27-module youth employability training manual** which translates into 132 hours of training over **seven weeks**. The curriculum focuses on **20 specific skills** and **6 general skills** including teamwork, self-reflection, placing value on one's skills, critical thinking, positive behavior in the work place, organizing, and planning, and searching for and synthesizing information.
- The **occupational training plan**, which reflects career and education goals as well a plan to reach them. It also sets priorities, addresses any problems that may arise and puts strategies in place to resolve them. The OTP is coupled with the tools needed to complete them such as a resume, cover letter, or the enrollment for applying to an accredited educational or technical institution.
- Additional **complementary workshops** intended to reinforce or supplement skills developed in the 27 training sessions. The workshops should be selected based on the needs of the employers and young people's interests. Examples of potential workshop topics include information technology, sexual and reproductive health, and urban art.
- The **daily workshop workbook** supports youth as they move through the program.
- The **employment intermediation guide** supports and informs young counselors in the intermediation follow-up process.