

# CONNECTING LEARNING TO EMPLOYMENT

# SUCCESSFUL CAREER GUIDANCE PROGRAMS A Perspective on Deliverables & Implementation Methodology





#### YOUTH - A FORCE FOR SOCIAL & ECONOMIC PROGRESS

Today's youth cohort can be seen as a resource, an asset, a force for economic and social progress and transformation. *But such economic change depends on how well countries create an enabling environment for growth.* More importantly, on how well they create conditions for young people to make a safe and healthy transition from adolescence to adulthood, acquire the skills they need to find good jobs and succeed in a dynamic economy, enjoy their rights and realize their full potential.

UNITED NATIONS

# Problem











#### MISMATCH

#### BETWEEN LEARNING CHOICES & WORK OPPORTUNITIES

#### EDUCATED UNEMPLOYMENT

"EDUCATION IS INADEQUATELY TAILORED TO THE NEEDS OF THE LABOR MARKET LEADING TO INCREASE IN EDUCATED UNEMPLOYED." WORLD ECONOMIC FORUM

#### EDUCATED UNDEREMPLOYMENT

"YOUTH UNDEREMPLOYED BECAUSE THEY ARE NOT INVOLVED IN JOBS THAT ARE IN LINE WITH THEIR QUALIFICATION."

WORLD ECONOMIC FORUM

#### UNEMPLOYMENT& UNDEREMPLOYMENT

GLOBAL RISK

SO WHAT WORKS? Our Findings- From Research & Practice

### Institutionalizing

Career Guidance and Skills Development Program

# Our research reveals 4 Pillars of a Successful Transition



#### AWARENESS

"Youth need access to good quality information to make well informed choices about education and career pathways."

OECD

#### **EXPOSURE**

"Exposure to the world of work while still in the education is beneficial for all young people across all pathways."

#### UNITED NATIONS



#### PARTICIPATION

"Youth need to be welcomed as full partners in claiming their rights. Their participation is a right in itself." OECD

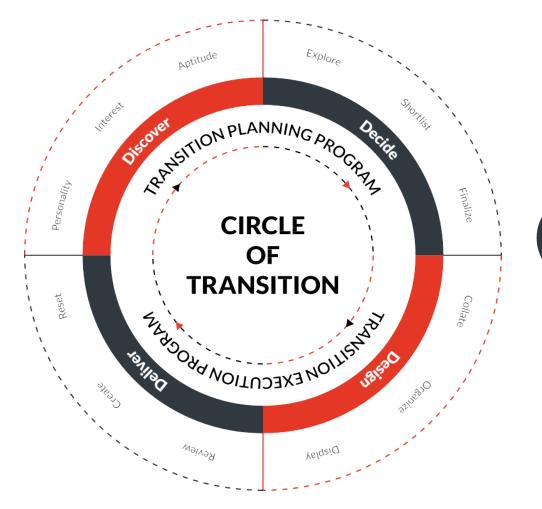
#### CONNECTIONS

"Addressing the persistent skills mismatch requires strengthening the channels of communication between education and work."

WORLD ECONOMIC FORUM

# HOW WE DESIGNED A SOLUTION ON 4 PILLARS Awareness | Exposure | Participation | Connections

## Process based design – to deliver on 4 pillars of transition



#### DISCOVER

Students know about self through assessments and learn about their personality, interest and aptitude

#### DESIGN

Students create a profile capturing their personality traits/choices in learning and work

#### DECIDE

Students explore, shortlist, compare and finalise choices in learning and work

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#### DELIVER

Monitor progress and access information on youth interest/choices in career, education & skills

2 PROGRAMS 4 MODULES 12 STEPS

# Steps defined

#### DISCOVER

#### PERSONALITY

Enables a user to take personality assessment that highlights their key personality traits and how they relate to different work areas.

#### INTERESTS

Enables a user to take career interest assessment that highlights the fields of work that align with their education, interests and skills.

#### DECIDE

#### EXPLORE

Enables a user to know about options in career + education (including companies and colleges) to make informed choices.

#### SHORTLIST

Enables a user to add options in career and education to their shortlist bucket while the process of exploration continues.

#### DESIGN

#### COLLATE

Enables a user to collate the results from all activities in different modules on one dashboard for easy reference.

#### ORGANIZE

Enables a user to organize the information about self along with interests and choices in career, education, skills and sports.

#### DELIVER

#### PROGRESS

Enables government to monitor progress in real time and introduce interventions to meet timelines.

#### STATISTICS

Enables government to access statistics related to students usage, progress and results of all the activities on the platform.

#### APTITUDE

Enables a user to take assessment to know their current readiness and effort that may be required to pursue their career interests.

#### FINALIZE

Enables a user to compare options and generate a comparison dashboard that makes it easy to finalize.

#### IMPLEMENT PASSION PLAN

Enables a user to design a shareable / downloadable professional CV / Resume for education, employment, internship or any other opportunity.

#### REPORTS

Enables government to download reports using various filters. The filters could be customized to the need of the government.

# Dashboards

#### 01. INDIVIDUAL

A series of reports capturing transition journey since the signup.



#### 04. ADMINISTRATION

A dashboard capturing progress and results of all schools in the region.



#### 02. COUNSELLOR

A dashboard capturing progress and results of students assigned to the counsellor.

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A dashboard capturing progress / results filtered by region, student age, education and interests.

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#### **03. INSTITUTION**

A dashboard capturing progress and results of activities of all students of the school.

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#### 06. COUNTRY

A dashboard capturing progress and results filtered by states, student age, education and interests.



# WHAT WERE THE EXPECTATIONS

# What are students looking for from such a program?

- Discovering their strengths & interests
- Knowledge about Future World of Work
- Connecting their academic learning with work
- Information about world of learning
- Process of goal setting
- Power of Networking
- Future skills Development (Complex Thinking, Communication, Teamwork)

# What are stakeholders looking for from such a program?

- Knowing about youth talents, interests and choices
- > Ability to introduce the program through technology
- Ability to monitor the progress
- Ability to access the results of the activities
- > Ability to connect youth talents, interests and choices with opportunities
- Ability to scale at speed

# HOW DID WE DELIVER OUR SOLUTION

Delivering the program

# Using a process-based career education & skills development platform

FOR STUDENTS Enhanced self and career awareness + process based approach for informed decision making in career & education

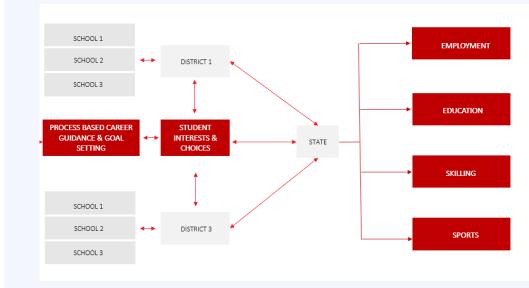
FOR STAKEHOLDERS Dynamic access to youth choices in career & education for youthcentered decisions in education, skilling and employment.

### How do we do it- A fusion of technology with execution

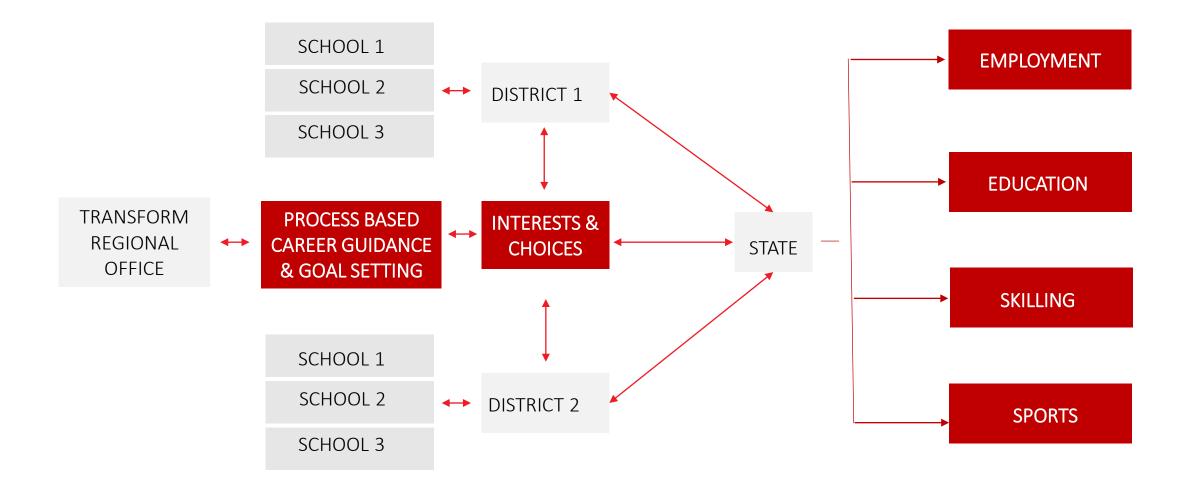
### STANDARDIZED, SCALABLE, CLOUD BASED CAREER EDUCATION & ANALYTICS PLATFORM

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### TRAINING & IMPLEMENTATION STUDENTS, SCHOOL/COLLEGE, DISTRICT/STATE/COUNTRY LEVEL



# The Implementation Framework



### **Outcomes - Student**

#### OUTCOMES

- ✓ Career interest mapping
- World of work exploration and career goal setting
- World of learning exploration
   and academic goal setting
- ✓ Career networking
- ✓ Resume creation

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### **Outcomes - Schools**

✓ Platform usage

- ✓ Progress on the platform
- ✓ Youth personality / career interests
- ✓ Career Interests / Goals
- ✓ Academic Interests / Goals

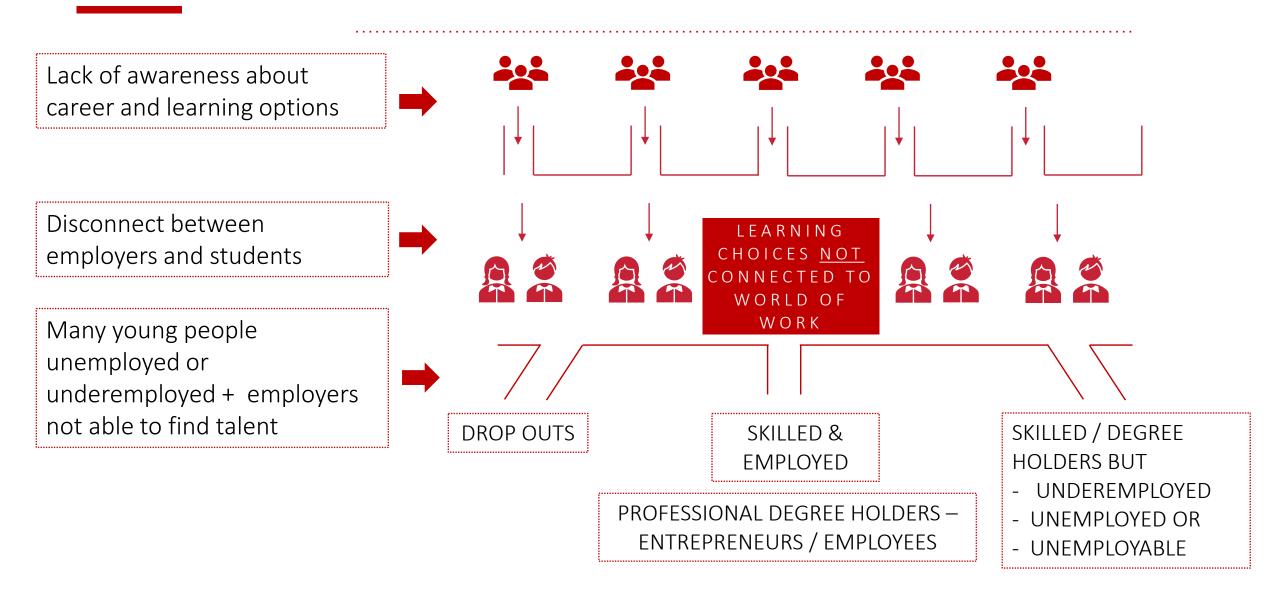
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SCHOOL DASHBOARD

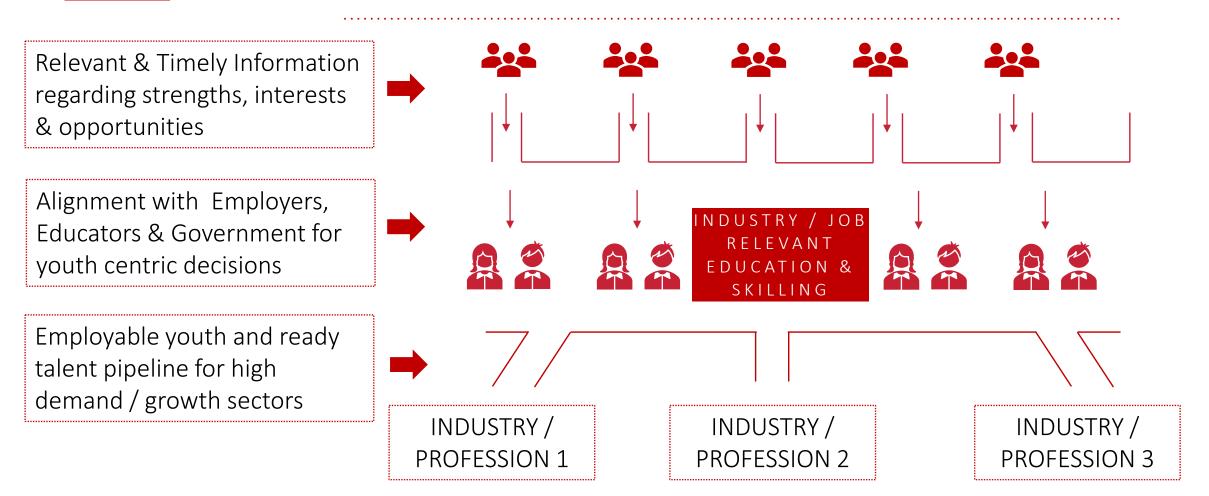
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# HOW WOULD IT IMPACT SCHOOL TO WORK TRANSITION

### Pre-intervention



### Post-intervention



SUCCESSFUL CAREERS, LIVES & BUSINESSES

WHAT WERE THE CRITICAL SUCCESS FACTORS

## **Critical Success Factors of Program Implementation**

**CERTIFIED PLATFORM** - Bringing a process-based approach for exploration and decision making for students with advanced monitoring and analytics tools for government

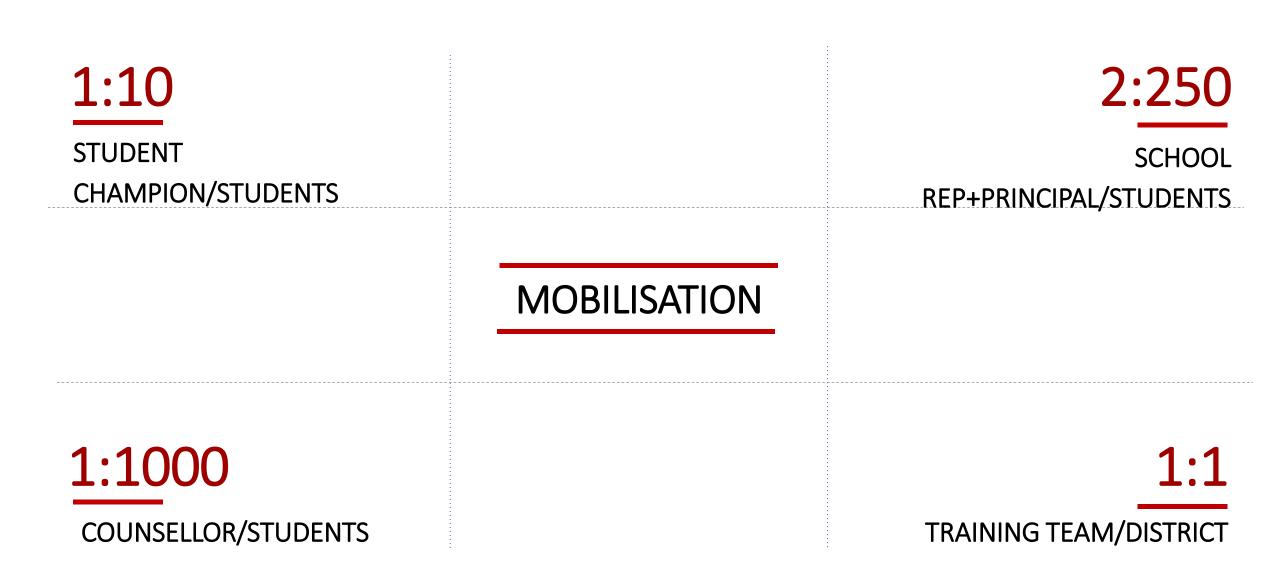
**TEAM MOBILIZATION** - Bringing together team Transform, Counsellors, Student Champions, School Principals, Representatives & Administration for a successful implementation

**TECHNOLOGY ENABLEMENT & CAPACITY ENHANCEMENT** – Student, Counsellors, Principals, Administration accounts creation, Mobile app, Server enhancement

**TRAINING + ENGAGEMENT -** Training videos, creatives & webinar training sessions for students + Training, tool kits and progress monitoring support to counsellors and administrators

**PROJECT MONITORING + PROGRESS REPORTING -** Daily dashboards & progress status reporting including exception reports

**CUSTOMER SUPPORT FROM COUNSELLING & TECHNICAL STAFF** - Continuous support extended to students, counsellors and principals



# Training of Students and Teachers



PLEASE CLICK THE LINK BELOW TO WATCH FACEBOOK LIVE BROADCAST.



GLIVE Transform







#### TRAINING SESSIONS

#### TOOL KITS

### Motivation & Engagement



INFORMATIVE CREATIVES & EXPLAINER VIDEOS

1 UNION TERRITORY DASHBOARD		2 DISTRICT DASHBOARDS
	227 SCHOOL DASHBOARDS	
29 COUNSELLOR DASHBOARDS		100+ PROGRESS / EXCEPTION REPORTS

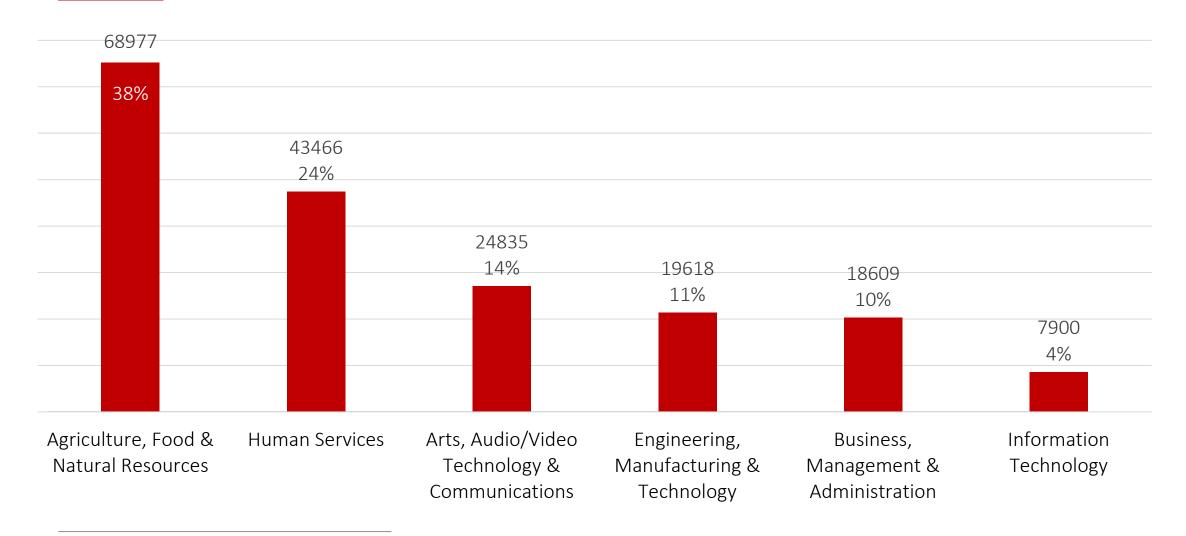
# Monitoring & Support

OUTCOMES

>96% COMPLETION		59000+ ASSESSMENTS
	8-10 CAREER / ACADEMIC CHOICES PER STUDENT	
2,36,000+ CAREER CHOICES		2,90,000+ ACADEMIC CHOICES

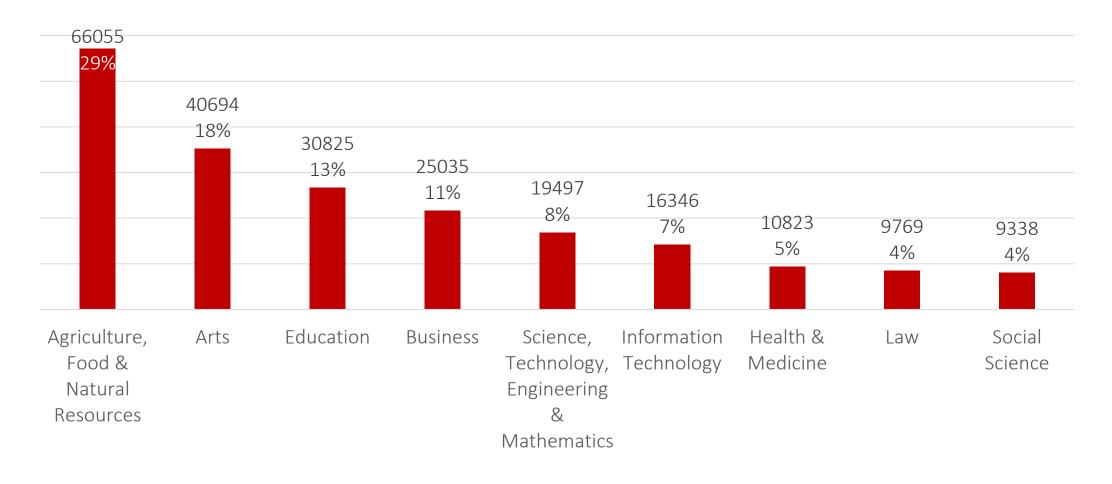
# Counselling Outcomes





#### >1,83,000+ CHOICES

### **Academic Choices**



#### >2,31,194+ CHOICES

### Qualitative outcomes

#### DIRECT OUTCOMES

- > Enhanced awareness of the world of work
- > Enhanced career decision making skills
- Ability to link subjects studied in school with skills needed in work life
- Ability to communicate the interests with the stakeholders (educators & government)

#### INDIRECT OUTCOMES

- Positive attitude towards work and working life
- Enhanced curiosity and interests
- Practicing to use information independently and interactively
- Practicing to use technology for exploration and decision making

# THANK YOU!