

THE CENTRE'S YOUNG WORKER TRAINING

The Centre for Child Rights and Business' young worker training supports workers aged 16-25 employed in supply chains. Available as either an in-factory or online training, it equips young workers with skills to support a successful transition into new work environments and builds a foundation for their stable and long-term development. At the same time, the training allows employers to engage with their young workforce in a meaningful way and create a supportive work environment that encourages young people to thrive.



The main objectives of the training are to:

- Help young workers establish self-esteem and positive attitudes towards work and life.
- Equip young workers with skills to help them deal with common areas of work-related stress.
- Introduce concepts and skills related to communication and conflict management.
- Expand insight in evaluating and making personal action plan for career development.

WHY IS A YOUNG WORKERS TRAINING NEEDED?



Factory managers often fail to address, or understand, the needs of juvenile, student and young workers' (16-25). This can lead to **conflict**, communication barriers, **lower work efficiency** and **higher staff turnover** rates.

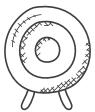


Young workers increasingly strive for career development opportunities, but they face challenges which stem from a lack of experience, uncertainty about their rights and responsibilities, and difficulties adapting from being away from home for the first time.



A survey conducted by The Centre in 2018 found that only **20%** of all young factory workers (18-26) felt hopeful about their future.

Key training information



Target audience: Young workers on the production line aged of 16-25, with a special focus on juvenile workers aged 16-18 (where applicable, e.g. China).



Max no. of participants: Maximum 50 per training session, both male and female workers are equally encouraged to participate.



Training time: One-day training that consists of 6 hours of net training time, with two 15-minute breaks and lunch break.

Structure of the training

1. **Pre-training assessment** to understand through interviews/surveys young workers' relationship with colleagues and supervisors at work, how to deal with stress, and their expectations for this training.
2. **Interactive training** content tailored to target the needs of young workers identified during the baseline assessment and discussion with the participating factories
3. **Impact assessment** including surveys and interviews to measure and evaluate the impact of the training on young workers and managers

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Training content overview

Lesson 1: The Best Job in the World – and how to get there?

- We're all in the same boat: an introduction (30 mins)
- Aiming for the top: needs, success and motivation for work (45 mins)
- Staying positive: how you can start making a difference (45 mins)



Lesson 2: The Top Challenges – and how to overcome them?

- No more tears: how to deal with stress? (45 mins)
- Getting your voice heard: how to speak well and gain respect? (45 mins)
- Staying cool: taking criticism, managing conflicts, solving-problems (50 mins)

Lesson 3: Following the Dream

- Career development: the secret to your success (45 mins)
- Action plan: follow your dream, start today (40 mins)

Positive impacts for young workers and factories

The programme offers important benefits to factories by helping them to train and recruit workers. The following results are collected from trainings conducted for over 350 young workers in China, Vietnam and Indonesia in 2019:



92% of young workers said **they gained new skills** and **87%** felt more **hopeful** about their future development



89% of young workers **plan to stay 2 years or more** in the factory, an increase of 20% compared to baseline assessment



All factories reported **improved compliance** and **relationship** with clients



Factories observed **increased productivity** and **enhanced skills** from young workers

Feedback from the training

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“Many of us wanted to quit our job because of this problem or that. However, after the training, I realised that if you want to succeed, you need to be more persistent. Quitting a job won't solve the problem; you'll find problems again in other factories. I think the best thing for me is to stick with my job and be more positive and persistent. The future will be better.” *A young participant of the training in China*

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“The project carried out by The Centre in our company has yielded good results and we are still very satisfied with your company's help. Through The Centre's professional training, we have broadened the thinking of young employees and are inspired by their positive spirit.” *A company manager in China*