

THE CENTRE'S YOUTH DEVELOPMENT PROGRAMME

What is it?

The Centre's youth development programme connects out-of-work youth looking for decent work and training opportunities with factories wishing to cultivate a motivated, young workforce. The programme was first rolled out in five factories in Vietnam's manufacturing sector in 2018, enrolling 88 youth – aged 15-18 – in a 6-month on-the-job training & skill-building programme, followed by

permanent job placement. Building on the success of the programme, The Centre scaled up the programme and a 2nd phase has been completed in Vietnam and piloted in Indonesia. A total of 82 youth were engaged in the project in 2019-2020 and all factories from the pilot phase have continued implementing the project and hiring youth.

Challenges faced by young workers



School drop-outs

Millions of youth in Asia **do not complete their secondary education** due to poverty, lack of incentives or poor quality education.



Lack of decent work

1st tier factories often **avoid hiring young workers** under 18, forcing many young workers to work in informal sectors, exposing them to high risk of **abuse, forced labour and trafficking**.



Lack of protection

Inadequate protective measures, poor grievance mechanisms for young workers & **very limited career development opportunities**.

To tackle these challenges, The Centre is working with international companies and their first-tier factories to become enablers for youth development. The programme includes intensive training & support for factory management and young workers alike, creating opportunities for out-of-school youth.

What support does the factory receive?



Recruitment and on-boarding

Training on recruiting young workers and setting up on-boarding programme suitable for young workers. Each workplace is encouraged to hire 10-20 youth.



Production line management

Training to identify suitable job roles for young workers, including an assessment of workstations and production lines.



Young worker protection

Training and support to ensure safe and supportive working conditions – and good communication – for young workers.



Set up skills training for young workers

Support setting-up internal skills training for young workers.

How does the programme work?



One-day young worker training and follow up; communication, goal setting and employment essentials

2 sessions by external service providers/NGOs



Specific training and set of skills defined during consultation workshop. Skills training done off the production line

8 hours/month By factory



Literacy skills, financial literacy, and basic computer skills training

6 sessions by external service providers/NGOs



Personal hygiene, interpersonal communication skills, reproductive health and rights and safety awareness

2 sessions by external service providers/NGOs



Preventing sexual harassment at the workplace. Separate workshops for female and male workers

2 sessions by external service providers/NGOs



What impacts has the programme delivered so far?

The Centre has implemented youth development programmes China, Vietnam and Indonesia, but the programme is available wherever there is a need. The data below highlights the outcomes of our programme in five factories in Vietnam and one factory in Indonesia in 2019-2020, which supported 82 youth aged 15-18. Before joining the programme, the majority of participants dropped out of school (59% of boys and 41% of girls) and most of them either remained unemployed or worked in unsuitable job roles in factories, small workshops and other industries that demanded long hours for very little pay after leaving school.



Significant improvements in young worker management, including introduction of grievance mechanisms, identification of suitable tasks for young workers, customised production targets etc.



Improved health and safety conditions within participating factories: 99% of workers felt safe and expressed high satisfaction with working hours.



Increase in learning opportunities for young workers: young workers received technical & life-skills training & gained practical skills in sewing, quality control, career development etc.

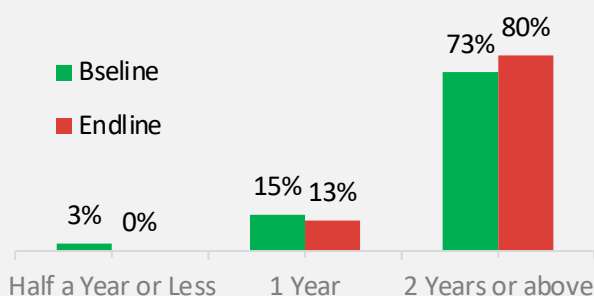


Long-lasting improvements **in retention rates:**

How long are you planning to stay in this factory?



The programme reached the most vulnerable out-of-school youth: 67% of those participating in Vietnam programme left school for economic reasons and many worked in hazardous conditions or in the informal sector before - with several children working in night clubs before joining the programme.



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“We are happy with the mentor and buddy system and we can see the positive impact. The mentor and buddy system is now applied to all new workers [not only young workers], and we have replicated this system at other facilities.

— An HR manager who took part in the youth development programme in Indonesia in 2019-2020.

“I have a chance to gain new working skills here and plan to stay in the factory as long as possible since I have a stable job and income which allows me to save some money for my personal plan.”

-- A young female worker who participated in the youth development programme in Vietnam in 2019-2020.



Watch our short-film about the programme [here](#).

For more info about the programme, contact info@childrights-business.org

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FOR CHILD RIGHTS AND BUSINESS