



Employability and Leadership Program for Young Women

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Introduction

Program Employability and Leadership for Young Women in vulnerable situations (PELM in Spanish) seeks to develop skills for employability, leadership and community transformation in women students of 10th and 11th year of 4 educational centers in the Greater Metropolitan Area of Costa Rica. The program seeks to impact directly to 200 young women in 4 high-risk communities, declared priority attention by its fragile socioeconomic context.

During the first half of 2018 a Pilot Program Plan, with funding from the Embassy of Australia it was implemented. This was developed in these same 4 public schools in San José, directly impacting 80 young women. The beneficiaries received 4 training workshops, through vocational tour visited an allied company FAJ, and participated in a camp during the holidays Employability half a year. In addition, participants will attend a Career Fair for Young Women closing event of the Pilot Project, to be held on November 13 this year.

Good results and impact generated by the program motivated us to strengthen it and expand it to extend its impact throughout 2019. Version 2019 PELM is composed of 16 participatory workshops (9 employability and soft skills and 7 of leadership and transformation community) and a component of appropriation of public spaces that will allow participants to lead the transformation of at least one public space in your community.

Globally, women continue to face significant challenges that make it difficult to have them access to opportunities for personal and professional development and successfully inserted in the formal labor sector.

This proposal is in line with the Sustainable Development Goals:



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Costa Rica was the first country to sign a national pact for compliance with the Sustainable Development Goals. This project is relevant and necessary and supports the country meet its commitment to working to achieve these goals.

About Foundation Youth Action

Foundation Youth Action (FAJ) is a nonprofit organization for twelve years working at the national level in public schools in areas of high social vulnerability to prevent student exclusion, strengthening the transition from school to the workplace and / or college and to prevent youth violence.

In implementing solutions, FAJ articulates the support of university students doing their community work University (TCU), private companies with their programs of Corporate Social Responsibility (CSR) and Human Resources (HR), nongovernmental organizations (NGOs) and State institutions who provide resources, knowledge and renewed energy with the aim of transforming education and community center in real nuclei of hope and development.

Since its inception in 2006, the Foundation has impacted the lives of more than 24,000 students, more than 2,500 teachers in the country and has involved the participation of over 800 students from TCU major universities in order to improve education secondary public and raise awareness among college students.

FAJ has a central office in San Jose and offices in Limón, Guanacaste and Puntarenas, and is formed by a team of high professional profile, which brings together disciplines such as Education, Public Policy, Sociology, Psychology, Political Science, International Cooperation, Public Relations and International, Administration and Finance, and Project Management.

The work of the Foundation and its impact on society has been recognized and awarded by various agencies such as the Ministry of Education, the Vice Ministry of Peace, the Embassy of the United States of America, the Embassy of the Kingdom of the Netherlands, ASHOKA, the National University CITI Foundation, Foundation Strachan Foundation Possible Latin America and the weekly El Financiero.

It is also important to note that FAJ has an agreement with the Ministry of Public Education (MEP) and a declaration of educational interest to the MEP, which, us work in public schools.

In addition, FAJ has extensive experience working with public-like entities the Ministry of Public Security and the judiciary on the issue of prevention of youth violence, the Ministry of Labor and Social Security, the INA and other on issues of employment for young boys. FAJ currently has a

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network more than 40 companies and NGO partners to strengthen the various programs and projects.

Context

Costa Rica is at a critical juncture in education, employment, public safety and human development. In certain sectors and segments of the economy the country is distinguished as a benchmark at regional level; However, statistics on the state of education, social exclusion, violence and employment are worrying.

Nationally, 59.1% of young people between 17 and 21 do not complete secondary education.¹ In contexts of social vulnerability, exclusion student numbers are even higher. Particularly for Canton Lemon data to percentage level they are lower because only 25% (6,753) of the population in this age range achieves complete high school. Also related to higher education, according to the State Education (2015), the province of Limón is the least students it contributes to the system of public universities (16%).

Nationally, the average years of schooling is 8.68 years.² Of every 1,000 children who start school, only 388 graduate from high school.³

Currently, 172,136 young people in Costa Rica between 15 and 24 neither study nor work, representing approximately 17% of the youth population⁴, Which has extremely serious implications for the country in social, economic, political and public safety terms. Besides, and 74.9% of young people who neither study nor work does not have the full school⁵ and 71.6% of households experiencing poverty are multidimensional youth without achieving school.⁶

The level of youth unemployment in Costa Rica is the highest in Central America with 48% aged 15 to 24 who are unemployed,⁷ which it is a result in part of the gap between labor demand for skilled personnel and the (low) educational profile of young people who are looking for work. This situation is even more difficult for young people in areas of high social risk.

The situation is particularly challenging in the case of young women, which in almost all regions of the world are much more prone to unemployment than the male population. Currently, according to

¹ National Household Survey, INEC, 2016.

² The State of Education, 2013.

³ Ministry of Education, 2016.

⁴ Continuing Survey of Employment, 2016 II.

⁵ Continuing Survey of Employment, 2016 II.

⁶ National Household Survey, INEC, 2016.

⁷ Fifth Report on the State of the Region, 2015, and "Costa Rica leads in Central America youth unemployment." Aug 3. 2016. La Nación. (http://www.nacion.com/nacional/Desempleo-joven-Costa-Rica-duplico_0_1576442441.html).

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data UN Women, the wage gap between men and women is estimated at 23%; that is, women earn 33% less than what men earn.

Between 1995 and 2015, the global rate of participation of women in the labor force fell from 52.4 to 49.6 percent. According to the Research "Las Women at Work" developed by the International Labor Organization, globally, the likelihood that women participate in the labor market remains nearly 27 percentage points lower than that of men. The lowest participation rates of women translate into fewer employment opportunities, which weakens their ability to earn income, economic security and opportunities for social mobility.

Both high-income countries and low-income women spend fewer hours in paid work while assuming the vast majority of care work and unpaid housework. Women are more likely to be unemployed than men, and global unemployment rates are 5.5 per cent for men and 6.2 percent with respect to women. Globally, the youth unemployment remains a concern. In almost all regions of the world, unemployment is affecting more to young women than young men.

According to UNICEF data⁸:

- More than 110 million children worldwide, two thirds of them girls, do not go to school.
- Of the 875 million illiterates in the world, two thirds are women.
- Half of the girls living in developing countries (except China) will be married when they turn 20 years.
- At least one in three women has survived some form of gender-based violence, most often by someone in his own family.⁹
- Girls between 13 and 18 years of age constitute the largest group in the sex industry. It is estimated that about 500,000 girls under 18 are victims of sex trafficking every year.

Experience shows that increasing the time girls spend in school is one of the best strategies to delay the age of marriage and this is by choice and not by imposition. In addition, we know that empower women and girls and support them to assume a leadership role in their environment has a multiplier effect and result in more and better opportunities for themselves and their future offspring.

In this situation, the Youth Action Foundation develops the Employability and Leadership Program for Young Women, which seeks to build capacity in participating, strengthening their skills in three key areas: 1. Employability 2. 3. leadership and community development. These are linked directly to the efforts of the Youth Action Foundation for the prevention of youth violence and create more and better opportunities for young women in Costa Rica.

Employability Program and Leadership for Women supports young women who are prompt to complete their secondary education in the difficult transition from school to formal labor sector. Additionally, the program seeks to strengthen important areas for the success of participants such

⁸ https://www.unicef.org/spanish/gender/3984_factsandfigures.html

⁹ Johns Hopkins Global Report 1999

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as empowerment, soft skills, leadership and community transformation, which transcend the field of professional development and represent basic qualities to undertake and develop on a personal level and positively impact the environment in which they live.

On Employability and Leadership Program for Young Women

Employability Program for Young Women and Leadership seeks to build capacity in participating in three key areas: strengthening the skills for: 1. Employability, 2. 3. leadership and community development. These are linked directly to the efforts of the Youth Action Foundation for the prevention of youth violence and strengthening youth employability.

The program's goal is to support young women who are prompt to complete their secondary education in the difficult transition from school to formal labor sector. Additionally, the program seeks to strengthen important areas for the success of participants such as empowerment, soft skills, leadership and community transformation, which transcend the field of professional development and represent basic qualities to undertake and develop on a personal level and positively impact the environment in which they live.

The program has a participatory methodology, which is implemented through the development of workshops with each group of young women twice a month. The workshops will be facilitated by / the FAJ Project Coordinators who will be in charge of the training process, action and follow-up of young participants.

Employability Program for Young Women and Leadership will be implemented in 4 schools in San Jose that are part of the High School Network Opportunity, which are located marginal urban communities of high social vulnerability. Program implementation Employability and Leadership for Young Women in the 4 schools we will also provide more and better opportunities for young women in Costa Rica, thoroughly understand the specific challenges this population faces allow and identify good practices to further develop recommendations for the development of public policies focused on this population.

In each of the schools will work with a group of at least 50 women from 10 and 11 level, which are subdivided into two groups of 25. Participants must commit to join the program over a year and participate in the various workshops and activities that make up the program. Throughout the year (2019) the objective is to impact directly to a minimum of 200 female students from 4 schools in San Jose that are part of the CAO Network.

Throughout the year two monthly workshops each group of 25 participants (2 groups per school) will be given: one for the component employability (minimum 9 workshops per group throughout the year + vocational Tour) and other corresponding to the axis of leadership focused on community transformation and appropriation of public spaces (at least 7 per group workshops and 3 days of fieldwork in selected areas). The latter issue is directly related to the component of Prevention of Youth Violence, one of the main lines of work of the Youth Action Foundation.

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The Foundation has implemented similar processes over the past two years in the towns of Puntarenas and Limón as a strategy to enable positive recreation spaces and healthy interaction among young people.

Then the contents of each program component was as follows:

A. Component contents Employability

Employability shaft comprises:

1. Participative workshops consist of sessions of 2 hours, which are held within or outside school hours, according to what was negotiated with each school. These are facilitated by the Coordinators / ace Projects Youth Action Foundation, using a playful and participatory methodology.
2. Vocational tour:

The objective of the Vocational tour is that students become familiar with the formal work environment. The tours are conducted at one of the 40 companies supporting the work of FAJ, which include various sectors (banking, hospitality, transnational corporations, technology, etc.).

In the Vocational Tour participate groups of 25 students, accompanied by a / coordinator / a FAJ projects and in some cases a / a teacher. The activity lasts approximately 2.5-3 hours and contains a conversational session in which employees share with students on relevant aspects such as history and nature of the company, company values, required professional profiles and vacancies, testimonials from people they have grown within the company, among others.

Then a tour is carried out by the various departments so that participants can understand how the business works and talk directly with / the collaborators.

Vocational Tours, beyond the formative contribution students make output to a formal work environment and open process of reflection on the career goals of each student.

B. Leadership component and appropriation of public spaces

This component aims to stimulate the empowerment and leadership of participants through community action and appropriation of public spaces.

Women who are part of the program face many challenges in their daily lives, which are related to lack of access to opportunities, lack of access to basic services, vulnerable socioeconomic status, inequality, lack of spaces for interaction and recreation and high exposure the violence.

Public Space represents a scenario in which these factors converge and where multiple interactions that directly impact the quality of life of people develop. Public space is a place to meet and relations

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of power and exercise of individual and collective freedoms are confronted. In the present social context, marked by violence, where in most communities at risk public spaces are considered dangerous places, taken by organized and used for the development of illicit activities crime, women represent a particularly vulnerable population. The street represents a space of anxiety for women.

The Youth Action Foundation seeks to support participants to become involved in the transformation and appropriation of public spaces in the community where the school is, taking an active and proactive role regarding type of space they want and need. This process includes familiar with concepts of social entrepreneurship, conducting a community diagnosis, selection of a public space, assessment of public space, drawing up a proposal for appropriation of space, budgeting, joint partnerships and community mobilization. In addition, three days of field work in which improvements projected in space are performed are included.

Activities to be carried out in selected public spaces may include: basic infrastructure, beautification activities, generation of artistic and cultural content and activities for community interaction. For the development of these activities FAJ further articulates strategic alliances with private companies involved through their corporate volunteer programs and initiatives of Corporate Social Responsibility.

This component works in collaboration leadership development through the formulation and implementation of a proposed transformation and / or appropriation of at least one public space in the community surrounding the school.

FAJ believes that a young woman who manages to lead important processes of transformation in their community develops skills that are useful to undertake other initiatives on a personal and professional level. Women who intend to participate, create links and call to action are more likely to think and build different for themselves and for their descendant's future.

Program directly benefits 900 young students, however, through the work of transformation of public spaces is achieved indirectly impact communities and is positioned to schools as centers that generate social transformation.

Accountability and Transparency

Foundation for Youth Action is a priority to ensure accountability and transparency with partners, donors and the general public. In addition, the Foundation semiannually subjected to external audits, which are publicly available and can be found on our website as our operating reports since the beginning of the Foundation.

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