



PROMOTING OPPORTUNITIES THROUGH  
TRAINING, EDUCATION, TRANSITION  
INVESTMENT AND LIVELIHOODS (POTENTIAL)



# YOUTH LIVELIHOODS AND ECONOMIC OPPORTUNITY: INVESTING FOR IMPACT IN HIGHER EDUCATION AND PRIVATE SECTOR PARTNERSHIPS

Humanitarian Action, Livelihood Sustainability and Human Security

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Susan P. Curnan, Associate Professor of the Practice

The Florence G. Heller Chair

Heller School for Social Policy and Management

Director, The Center for Youth and Communities

Angesom Teklu, Research Associate

Youth Livelihood and Economic Opportunity

The Center for Youth and Communities

Heller School for Social Policy and Management



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**Brandeis**

THE HELLER SCHOOL  
FOR SOCIAL POLICY  
AND MANAGEMENT  
Center for Youth  
and Communities



# ETHIOPIA CONTEXT

## ECONOMY IN TRANSITION | GROWTH TRAPS AND OPPORTUNITIES

### **An Agrarian Economy in Transition**

Structural shift away from traditional and primary sectors and toward secondary and tertiary ones.

(Seid, Taffesse & Ali 2015)

### **Economic growth accompanied by a reduction of urban unemployment**

Unemployment reduced from 23% in 2004 to 17% in 2015. High, compared to SSA average of 11 %.

(WBG, 2016)

### **Expanded Access to Higher Education**

There is lack of effective University partnerships with employers, TVETs e.t.c

(Belete, 2013)

### **Crowded labor market**

Low Unemployment among college graduates, but still 14 %.

(WBG, 2019)





# PROBLEM

## SUCCESSFUL TRANSITION OF YOUTH FROM UNIVERSITY TO WORKPLACE

### Lack of meaningful jobs

Graduates are entering informal labor market due to few formal sector jobs  
(UNCTAD, 2013; USAID, 2018)

### Misalignment of skills

Current education system in Ethiopia doesn't prepare students for a successful transition to the job market.  
(Youth Power, 2018; ILO, 2018)

### Lack of partnerships

There is lack of effective University partnerships with employers, TVETs e.t.c  
(Belete, 2013)

### Gender gap

Ethiopian young women continue to be the most vulnerable subset of youth.  
(Prime, 2014; USAID 2012)



# Utopia

How do we propose to solve them

## **Institutionalize Student Employability Development and Career Readiness**

- Knowledge-based plan to design and implement critical practices to adequately prepare students
- CC that provides an umbrella for all university career-related development experiences
- Linkages between Gender Office and the CC so both can mutually leverage for maximum impact

## **Strengthen Career Center**

- Co-developing student employability development and career readiness programming that spans the full trajectory of a student's experience,
- Co-providing stand-alone employability development and career readiness training, as well as skills development integrated into the academic curriculum,
- Co-developing and providing a robust entrepreneurial skill development courses and training to close the gap between numbers of jobs needed and numbers of jobs available.

## **Engaging Faculty/Students**

Expanding faculty mandate to support employment and student engagement as advocates and peer mentors.

## **Productive Partnerships**

Strengthens university-employer partnerships with clear expectations to shape and enhance each other.

## **Data for Evidence**

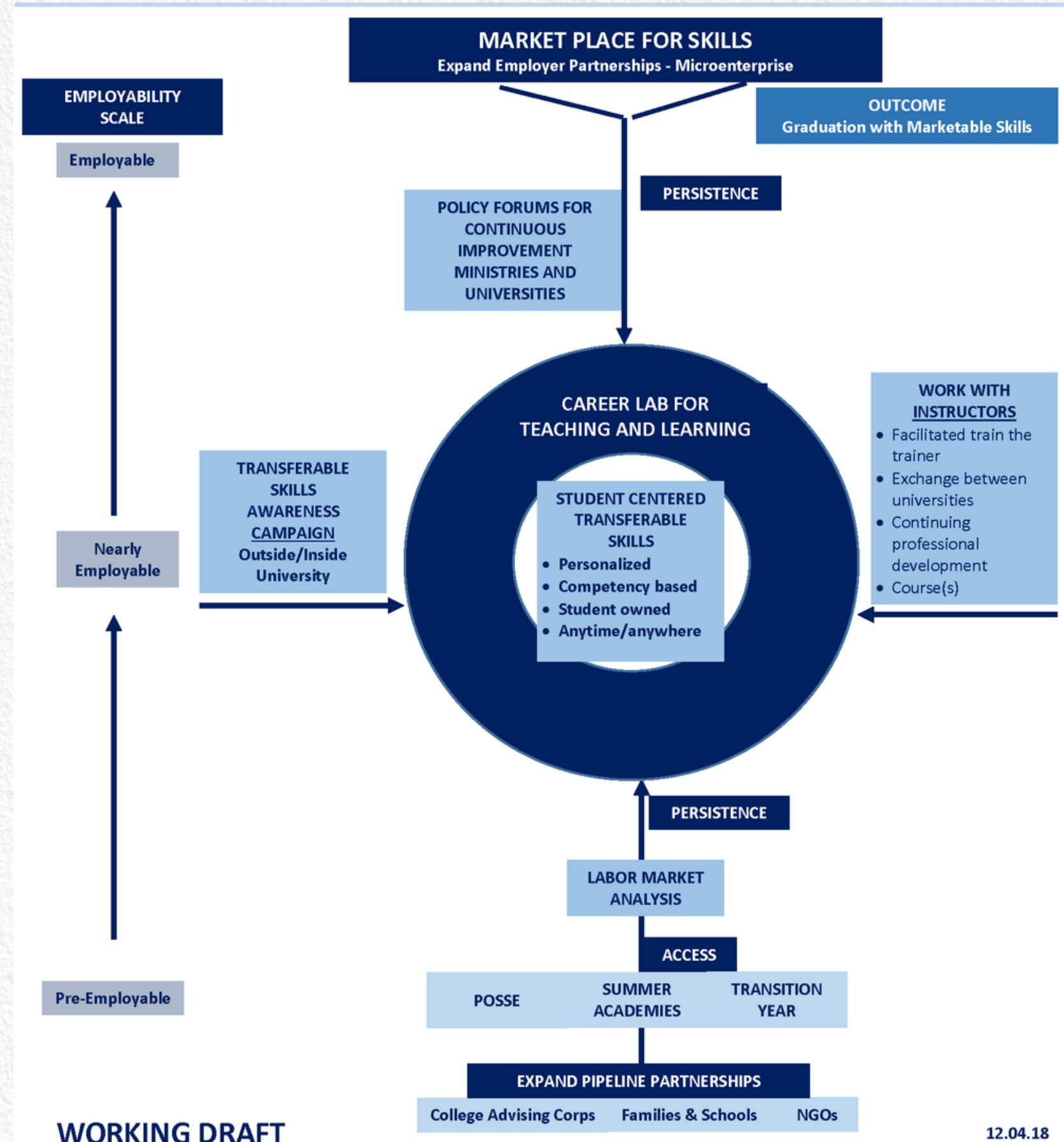
Continuous collection and analysis of data that provides feedback on the employability





# HOW DO WE CLOSE THE GAP BETWEEN WHAT WE KNOW AND WHAT WE DO?

## Near-Term Pilot Solution for Universities





# Scope

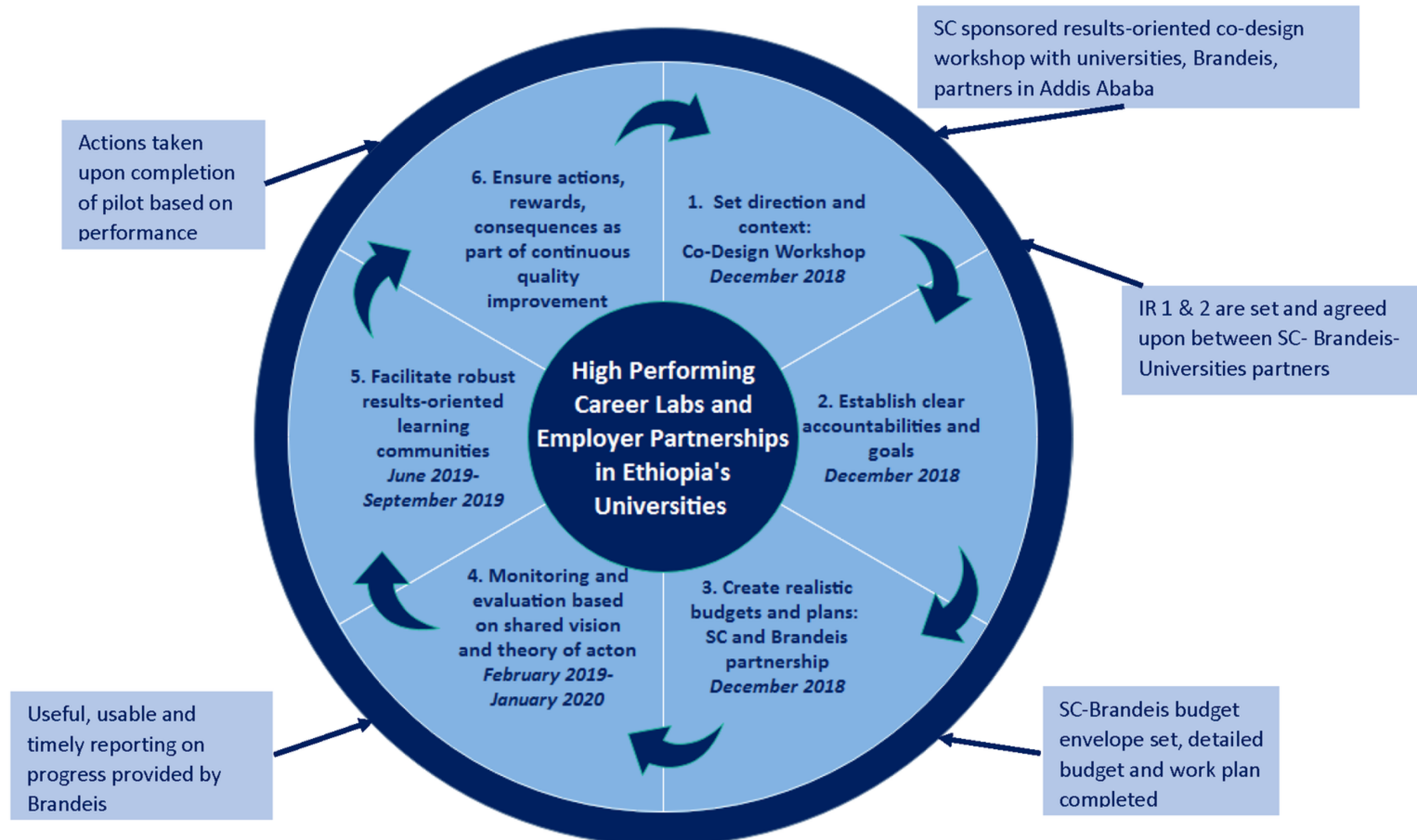
What is the scope of our project?





# Deliverology Model

AS APPLIED AND ADAPTED BY BRANDEIS FOR INSTITUTIONAL CAPACITY DEVELOPMENT IN ETHIOPIA



\*Barber, M., Kihn, P., Moffat, A. (2011). "Deliverology: from Idea to Implementation."



# A Brief Guide to Systems Change for Employability Development and Career Readiness

## WHY DO IT?

The need is so substantial that unless some big breakthroughs are made in thinking and practice — universities will stay at the status quo and not make any noticeable difference. Big breakthroughs not only improve the productivity and well-being of their students and graduates, they also increase reputational status and standing.

## HOW DO WE DO IT?

- Rethink every practice and ask if there is a different or better way to do it. Rethink every policy related to students, faculty, staff and university operations and ask if they support and advance student employability development and career readiness.
- Do not accept a response that is limited to “more” of what you are already doing.
- Innovation requires disruption — do not aim simply for doing what you’ve always done.

## WHAT DO BIG BREAKTHROUGHS LOOK LIKE?

University Commitment, Student Preparation, Faculty Engagement, University-wide Activities, Career Lab Infrastructure and Staffing, Employer & TVET Partnerships, M&E and learning, Communications Plan, Policy Initiatives .





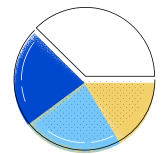
# Roadmap

What are our next steps and goals? How much support do you need from stakeholders?



**Step 1**

Q1 2019



**Step 2**

Q2 2019



**Step 3**

Q3 2020





# The Team



**Magdalena Fulton**

Save the Children US



**Julie Perdue**

Save the Children US



**Susan P. Curnan**

Principle Investigator



**Della M. Hughes**

Overall Project  
Development/  
Implementation



**Sangeeta Tyagi**

Career Lab/  
Transferable Skills



**Cathy Burack**

Higher Education/  
Evaluation



**Ravi Lakshmikanthan**

Rapid Assessment &  
Analysis



**Tammy Tai**

Lead Coach



**Angesom Teklu**

Youth Livelihoods &  
Economic  
Opportunity



**Alan Melchior**

Finance Manager



**Lanni Isenberg**

Administrative  
Support





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