



**USAID**  
FROM THE AMERICAN PEOPLE

**USAID/Brazil's Disadvantaged Youth Program**

**QUARTERLY PROGRESS REPORT**

April – June 2008

**enter** **Jovem**  
Empregabilidade & Tecnologia

**American Institutes for Research**

**&**

**Instituto Empreender**

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## **Attachment (separate files)**

1. Youth Data Analytical Report
2. Global Development Alliance Newsletter

## 1. Introduction

The American Institutes for Research (AIR) and the Instituto Empreender (IE) implemented the 19<sup>th</sup> quarter of USAID/Brazil's Disadvantaged Youth Program (DYP), Enter Jovem: Employability & Technology (EJ) with support from USAID/Brazil from April 1<sup>st</sup> through June 30<sup>st</sup> 2008.

Enter Jovem's Program goal is to support USAID/Brazil's Implementing Mechanism – “access to training and employability skills and opportunities increased for disadvantaged youth”, by contributing to two Intermediate Results: (10.1) increased marketable skills training for disadvantaged youth, and (10.2.) increased access of disadvantaged youth to employment opportunities.

The Enter Jovem program was granted a one year extension by USAID “*to increase the in-country capacity to sustain and replicate the youth employment developed methodology.*” This builds upon the Enter Jovem's goal *to expand economic services to vulnerable groups.* Therefore, the program objective during this period is to:

- 1) improve the existing model to increase youth's access to the formal job market;
- 2) increase sustainability and replication of the project;
- 3) strengthen public and private alliances;
- 4) test the applicability of the model in a formal school setting; and
- 5) empower youth committees to actively advocate for their interests and rights.

## 2. Progress Summary

**Training:** 2,166 youth have enrolled in the Enter Jovem program, and 978 completed the training. E&T training also started in another three public schools serving an additional 91 youth. The drop-out rate has been significantly reduced in Year 5 from a previous rate of 22% to 7%. A total of 41 trainers were trained to use the Enter Jovem methodology during a 40-hour training held in Bahia. The program is currently being replicated by 30 community-based organizations.

**Labor Market Insertion (LMI):** A total of 226 youth have been hired during this year of the project and 84% of them have retained their jobs for over a 3 month period. During this company 33 new companies have started to hire youth from the program. Employability workshops were held to increase youth's access to the formal job market and assist them with selection processes.

**Policy:** Youth Committee members in Bahia have been actively engaged in discussing child labor issues and studying the Youth Parliament in Feira de Santana. Together, Youth Committee and Parliament members marched against commercial and sexual exploitation, on March 28<sup>th</sup>. Additionally, the Youth Committee in Bahia participated in the *Planning Workshop – State of Bahia Child Labor Free and Decent Work*. Participants identified strategies, alliances and future initiatives through brainstorming sessions

**Private and Public Sectors Alliance:** On April 15, 2008, an event was held at Dalva Matos Public School to announce the alliance between PEJ/USAID and Motorola Foundation. The Foundation awarded USD 100,000 to expand the school pilot project into an additional 5 school serving an additional 240 youth.

**Institutional Strengthening:** NET *Centro de Formação Padre Humberto Plummén* received from a private donor an anonymous in cash grant. The grant was delivered through the *Qualifica Pernambuco Program/Enter Jovem Program*, who helped the organization increase its visibility and credibility.

**Monitoring & Evaluation:** The total sample for the pre-test was completed. Additionally, AIR designed a survey to verify the level of satisfaction of the Youth Committee. The majority of the respondents answered to be satisfied with the program. The Employability & Technology database is fully operational in Pernambuco as well as in Bahia.

### **3. Training**

In Bahia a total of three schools have started to deliver training. Nevertheless, to achieve the proposed target of 240 youths, the program will need to be expanded into an additional eight schools. These schools will begin classes in the next quarter.

Additionally the program is currently being replicated by in a total of 30 community-based organizations. In Year 5, a total of 2,166 youth had enrolled in the program by June 30th in the NETs established in each of the communities.

AIR has hired two new Nuclei Supervisors (NS) in Bahia to increase the frequency of on-site visits and continuous training due to the increased number of organizations serviced by the program. The program has improved data gathering by increasing the on site visits as feedback and oversight is provided on a steadier base. Additionally, the presence of the NS has increased the student's performance as they have delivered the end-products of each activity in a timely manner and as educators are able to answer their questions more frequently enhancing the quality of the classes. The drop-out rate has been significantly reduced in year 5 from a previous rate of 22% to 7%.

The following table shows the NETs and the number of youth who have completed the program by quarter. Quarter four is an estimated figure based on current attendance.

**Table 1 - Number of youth who have completed the program by quarter**

Partnership	N°	Net	TYPE		Youth Enrolled	Youth Completed Training			Estimated Youth Completed Training		Estimated Drop- Out Rate
			NGO	School		Q1	Q2	Q3	Q4	TOTAL	
USAID	<b>GOAL</b>		<b>5</b>	<b>1</b>	<b>400</b>					<b>320</b>	<b>20%</b>
	1	APAE	1	-	40	-	-	-	40	40	0%
	2	Ass. M. de Cajazeiras	1	-	62	-	-	16	29	45	27%
	3	Associação Champagnat	1	-	40	-	-	32	-	32	20%
	4	Centro De Arte Meio Ambiente	1	-	23	-	-	-	23	23	0%
	5	Escola. Edu. P. Integral	1	-	17	-	-	-	-	0	100%
	6	GARRASTAZU MEDICI	-	1	40	-	-	-	32	32	20%
	7	Grupo C. Bagunçaco	1	-	51	-	-	17	27	44	14%
	8	Instituto Daniel Comboni	1	-	36	-	-	19	9	28	22%
	9	LAR FABIANO DE CRISTO	1	-	29	-	-	13	13	26	10%
	10	Proj. Social Renascer	1	-	51	-	-	16	26	42	18%
	11	Telecentro Águas Claras	1	-	20	-	-	-	16	16	20%
	<b>TOTAL</b>	<b>10</b>	<b>1</b>	<b>409</b>	<b>0</b>	<b>16</b>	<b>97</b>	<b>215</b>	<b>328</b>	<b>20%</b>	
MOTOROLA	<b>GOAL</b>		<b>0</b>	<b>5</b>	<b>240</b>					<b>192</b>	<b>20%</b>
	1	Colégio Estadual Almirante Barroso	-	1	0	-	-	-	-	-	0%
	2	Colégio Estadual Castelo Branco	-	1	0	-	-	-	-	-	0%
	3	Colégio Estadual Costa e Silva	-	1	0	-	-	-	-	-	0%
	4	Colégio Estadual Dalva Matos	-	1	0	-	-	-	-	-	0%
	5	Colégio Estadual Edvaldo Fernandes	-	1	0	-	-	-	-	-	0%
	6	Colégio Estadual Frederico Costa	-	1	23	-	-	-	23	23	0%
	7	Colégio Estadual Henriqueta Martins Catharino	-	1	0	-	-	-	-	-	0%
	8	Colégio Estadual João das Botas	-	1	0	-	-	-	-	-	0%
	9	Colégio Estadual Professor Rômulo Almeida	-	1	28	-	-	-	28	28	0%
	10	Colégio Estadual Santos Dumont	-	1	0	-	-	-	-	-	0%
	11	Colégio Estadual Vitor Soares	-	1	0	-	-	-	-	-	0%
	<b>TOTAL</b>	<b>0</b>	<b>11</b>	<b>51</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>51</b>	<b>0%</b>	
<b>BA TOTAL</b>			<b>10</b>	<b>12</b>	<b>460</b>	<b>0</b>	<b>16</b>	<b>97</b>	<b>266</b>	<b>379</b>	<b>18%</b>

<b>PERNAMBUCO</b>											
Partnership	N°	Net	TYPE		Youth Enrolled	Youth Completed Training			Estimated Youth Completed Training		Estimated Drop- Out Rate
			NGO	School		Q1	Q2	Q3	Q4	TOTAL	
USAID / GOV PE	<b>Pernambuco Goal</b>				<b>2000</b>					<b>1600</b>	<b>20%</b>
	1	Ass. Nac. Des. ANDHUS	1	-	170	-	82	-	81	163	4%
	2	Ass. PE de Cegos	1	-	24	-	-	13	6	19	21%
	3	Ass. suas Crianças	1	-	83	-	54	-	27	81	2%
	4	Associação de Moradores Nossa Senhora da Conceição	1	-	37	-	-	-	37	37	0%
	5	Centro A. Divino Amor	1	-	48	-	42	-	-	42	13%
	6	Centro de Desenvolvimento Integral Vida II	1	-	33	-	-	-	33	33	0%
	7	Centro E. A.E. da Comunidade	1	-	92	-	46	-	37	83	10%
	8	Centro Educl. e Profissionalizante Turma do Flau	1	-	39	-	-	-	39	39	0%
	9	Centro O. C. Chão de Estrelas	1	-	106	-	52	-	50	102	4%
	10	Centro Pe. Humberto Plummen	1	-	94	-	41	-	43	84	11%
	11	Cidade Evangélica dos Órfãos	1	-	60	-	56	-	-	56	7%
	12	Clube de Moradores do Alto do Refúgio	1	-	36	-	-	-	36	36	0%
	13	Clube M. Tia Iracema	1	-	105	-	54	-	47	101	4%
	14	Conselho de Moradores do Morro da Conceição	1	-	37	-	-	-	37	37	0%
	15	COSIROF	1	-	101	-	50	-	47	97	4%
	16	Escola Comunitária de Paulista	1	-	155	-	81	1	71	153	1%
	17	Galpão Santo Amaro	1	-	61	-	34	-	22	56	8%
	18	Inst. Medianeiras da Paz	1	-	76	-	38	-	36	74	3%
	19	Mov. Tortura Nunca Mais	1	-	288	-	167	-	106	273	5%
	20	Oratório da Divina Providência	1	-	22	-	-	-	22	22	0%
	21	Vivendo e Aprendendo	1	-	90	-	53	-	34	87	3%
	<b>PE Total</b>	<b>21</b>		<b>1757</b>	<b>-</b>	<b>850</b>	<b>14</b>	<b>811</b>	<b>1675</b>	<b>5%</b>	
<b>Enter Jovem - USAID Total</b>					<b>2166</b>	<b>-</b>	<b>866</b>	<b>111</b>	<b>1026</b>	<b>2003</b>	<b>8%</b>

### 3.1. Training of Trainers

In order to meet the expected target by September 2008 to train an additional 240 youth in public schools proposed to Motorola Foundation, Enter Jovem had to increase the number of schools housing NETs. Initially, it was thought that five schools would be sufficient to meet the target as schools had originally projected that they would be able to manage a larger number of classes. This was caused by an intensified use of the ICT Labs by other teachers in the schools, educators dropped out of the program because they were hired full-time, and internal conflicts.

Therefore, in efforts to reach AIR proposed targets, an assessment of the high schools in Bahia was conducted to verify the existing infrastructure and interest. First, data was gathered from the website of the Bahia State Education Secretariat. Each school was contacted individually by telephone to identify the available infrastructure. As a result, 42 schools were identified on the website, but only 11 had the necessary infrastructure to hold the E&T trainings. All schools with broadband connections and ICT labs with more than 10 machines were visited by Enter Jovem staff. During the visits, staff presented the methodology and discussed the school's interests and needs. Later, a meeting was scheduled at the Enter Jovem office to formalize the partnership and review the project concept, roles and responsibilities, and procedures for start-up. Sensibilization events were held at each of the schools to present the program to the school community. For these events, the Youth Committee members were invited as speakers to share their experience with others. Furthermore, each school signed a Letters of Commitment to formalize the partnership.

Educators were recommended by each of the schools for the Training-of-Trainers. Two training were held during this quarter to train a total of 41 new educators. The table below shows the number of educators trained in each of the schools:

**Table 2 – Educators trained per NET**

Period	NET (Public Schools)	Educators	
		Participants	Completed
April 7th to 18th	Colégio Estadual Frederico Costa	3	3
	Colégio Estadual Manoel Devoto	2	0
	Colégio Estadual Dalva Matos	7	1
	Colégio Estadual Raphael Serravale	1	5
	Colégio Estadual Rômulo Almeida	5	7
	TOTAL	18	16
June 2th to 13th	Colégio Estadual Humberto de Alencar Castelo Branco	11	10
	Colégio Estadual Edvaldo Fernandes	6	3
	Colégio Estadual Alberto Santos Dumont	5	3
	Colégio Estadual Vitor Soares	2	2
	Colégio Estadual Presidente Costa e Silva	7	2
	Colégio Estadual Almirante Barroso	4	3
	Colégio Estadual João das Botas	1	1
	Colégio Estadual Henriqueta Martins Catharino	1	1
TOTAL	37	25	
<b>TOTAL</b>		<b>55</b>	<b>41</b>

Enter Jovem training of trainers program was reduced from 80 hours-10 day training to 40 hours-10 day training after a comparison analysis carried this quarter. It was noticed that 80 hours contained too much information delivered at once and that the trainers needed time in between classes to review subjects. Eight hours per day was too intensive and educators became less responsive.

### 3.2. Training of Youth

Currently, 2,166 youth have enrolled in the project in Bahia and Pernambuco and 977 have completed the training. In order to successfully complete the E&T course and receive a certificate from the program youth must complete six out of the eight required products and have a 75% attendance rate. In Recife, a minimum grade average is also a requirement since the Government of Pernambuco requires all 24 products delivered to be reviewed and graded.

In Bahia, products from each of the eight program subjects (citizenship, leadership, ICT, employability, entrepreneurship, communication, communication in the professional environment, and professional behavior) are graded. The required activities (3, 6, 13, 14, 21, 23, 24, and 26) are collected and graded by Nuclei Supervisors. Products are reviewed based on indicators and feedback is provided individually to each youth by the educator.

A total of 9,636 products have been delivered by program youth as shown in Table 3 below. Products include development of curriculum, writing memorandum of understandings, preparing presentations, among others. The following product is an example of the work developed by youth. The presentation below was created by Marcos Correia de Jesus, from NET Bagunço, as part of Activity 03 -Communication from the EJ: E&T Student's Handbook where students learn about clear and objective communication, public speaking and Power Point as a tool for communication.



### Comunicação

É uma maneira de trocarmos idéias levando e recebendo informação. Existem vários meios de comunicação como rádio, telefone, televisão e a comunicação pessoal, onde um conversa com o outro.

### Quais os componentes do processo de comunicação?

- Tem o emissor que é aquele que envia a mensagem, tem o receptor que é o que recebe a mensagem, tem o contexto que é o assunto a ser tratado e o canal de propagação.



### Quais os cuidados a serem adotados para uma comunicação precisa e eficaz?

- O principal cuidado é a linguagem é fundamental ter uma linguagem fácil sem ambigüidade (a falta de informação precisa) pois outras pessoas podem ter outro entendimento sobre a palavra tem que facilitar o entendimento do receptor.



**Table 3 – Number of products delivered per state**

Q1+Q2+Q3			
Products	PE	BA	EJ TOTAL
A.3	1640	301	<b>1941</b>
A.6	1511	206	<b>1717</b>
A.13	1334	109	<b>1443</b>
A.14	861	110	<b>971</b>
A.21	822	79	<b>901</b>
A.23	800	90	<b>890</b>
A.24	810	89	<b>899</b>
A.26	793	81	<b>874</b>
<b>TOTAL</b>	<b>8571</b>	<b>1065</b>	<b>9636</b>

In Recife, the on-line entrepreneurship training was added to the E&T course totaling 300 hours of training. All program youth who enrolled in the E&T training were required to take the on-line entrepreneurship training as well and therefore 1,757 youth enrolled. Out of these, 864 completed the training and 893 students are currently in training

During this quarter, a reduced version of the on-line entrepreneurship training was extended to Bahia through a grant received by Instituto Empreender from Criança Esperança. The training was reduced due to the duplicity of subjects that had been taught in the E&T module. Youth who had completed the E&T training were invited to enroll. Fifty youth from different NETs have enrolled and began the online course.

Table 4 below presents a summary of the number of youth who enrolled and completed the training through June 30th:

**TABLE 4 - Number of youth who enrolled and completed the training through June 30<sup>th</sup>**

State	Course	Enrolled	Completed	In Training
Bahia	240-hour E&T%	409	113	296
	40-hour Entrepreneurship On-line	50	0	50
Pernambuco	240-hour E&T	1757	864	893
	60-hour Entrepreneurship On-line	1757	864	893
Total	<b>240-hour E&amp;T</b>	<b>2166</b>	<b>977</b>	<b>1189</b>
	<b>Entrepreneurship On-line</b>	<b>1807</b>	<b>864</b>	<b>943</b>

#### 4. Labor Market Insertion (LMI)

During this quarter, over 1,070 youth have been invited to participate in selection processes in 18 Companies (Bahia 200 youth in 7 Companies in Bahia; and in Pernambuco 871 youth in 11 Companies). Additionally, 39 private sector meetings and 10 presentations in professional events were held to outreach support from possible employers. These activities are part of the institutional and guided job search strategies.

On April 2<sup>nd</sup>, Enter Jovem held a breakfast meeting with 13 employers in Recife to present the project together with the Pernambuco State Secretary of Youth and Employment. Also were present PEJ Youth Committee representatives – who were responsible for the event’s reception – AIR Chief of Party and Instituto Empreender Director. Participants included human resource companies who started to hire youth from the program.

In Salvador during this quarter, two Employability Workshops (*Plantão de Empregabilidade*) were held at the *Eugênio Leal Museum* and at the Enter Jovem. Seventy program youth participated, discussing concerns about the selection process through group activities. As a result of the workshop, youth were selected to participate in hiring processes for three companies (Contax, Perini and JF Steel). As a result, eight youth were hired.

In Recife, Nuclei Supervisors (NSs) carried 18 Employability Workshops where they spent an entire day at each of the NETs coaching program youth on selection processes and interview tips. The workshops also provided an opportunity for NSs to discuss vocational interests with youth which will be used to refer them to future job openings.

During this quarter a total of 31 youth were hired in Recife and another 22 in Salvador. Indicators presented in Item 9 - Monitoring and Evaluation, provides further insertion details such as the retention rate.

## 5. Policy

On May 7<sup>th</sup>, Enter Jovem received U.S. Consul in Brazil, Ms. Diana Page, along with the Secretary of Labor, Mr. Arnaldo Arraes, the Adjunct Secretary of Youth from Pernambuco, Mr. Pedro Mendes, and USAID representative, Ms. Gabriela Goulart. They visited the Enter Jovem Program and learned about activities implemented in the NETs *Centro de Desenvolvimento Integral Vida* and *Grupo Comunidade Assumindo suas Crianças*.

“Willpower and commitment are concepts that allow us to continue collaborating with this Program”, said Mrs. Page. The Consul interacted with youth and talked about their goals and dreams. She was impressed with Adriano Galddino’s paintings. Adriano, one of the program beneficiaries, learned about painting at the organization and now is selling his art. Mrs. Page scheduled to come back to the NET to buy some of his paintings. Mr. Arnaldo Arraes became emotional when he saw the program youth: “*Opportunities fly bye our lives quickly. If you know how to take this opportunity and grab it you will make changes. Keep studying and seeking for new professional qualification to reach your dreams*”, he advised youth.

This visit gave the Secretaries of Labor and Youth the opportunity to learn about what the program represents to the people and the impact it has on the entire community. Additionally, Ms. Page, USAID and the Secretaries reassured the relevance of the program and their commitment in seeking additional resources and partnerships.

### 5.1. Youth Committees



Teenagers from NET *Centro Comunitário Vivendo e Aprendendo* and Youth Committee members in the *Action to Preserve the Environment* Event.



From left to right: Mrs. Diana Page, USA Consul; Mrs. Mariza Soares, IE Chief of Party; PEJ youth; Mrs. Gabriela Goulart, USAID representative; and Mr. Pedro Mendes, Secretary of Labor Secretariat.

In April, in *Camaragibe* community in Pernambuco, the Youth Committee (YC) held a social mobilization event sponsored by Transpreto/Petrobras, Brazil’s main gas company. The event was named as *Action to Preserve the Environment*” and engaged 45 teenagers from NET *Centro Comunitário Vivendo e Aprendendo*. After, these same youth were invited and attended the technical workshops on “*The Relationship with Communities*”, and on “*Security at Pipelines*, offered by the company”.

In May, the YC in Bahia attended the “Planning Workshop – State of Bahia Child Labor Free and Decent Work”. The workshop was sponsored through a partnership between the Secretariats of Labor, Income and Sport (SETRE), the Regional Labor Superintendence from the State of Bahia and the International Labor Organization (ILO). Youth from PEJ were separated into each of the different thematic workgroups: Knowledge Building, Legislation, Communication, Institutional Strengthening, and Children & Adolescents.



Youth Committee and Mrs. Anita ( ILO Geneva) discussing the different themes

Participants identified strategies, alliances and future initiatives through brainstorming activities. They were asked to prioritize problems related to child labor issues and create solutions. As a result, participants proposed to establish a network to fight against child labor and eliminate the worst forms by 2015.

A two day meeting was held in May in Feira de Santana, a municipality that is approximately 100 km away from Salvador, between the Youth Committee from the Enter Jovem program and the Youth Parliament from the local municipality. Program youth were received at *Sentinella* Project headquarters, a governmental program to prevent children and adolescents commercial sexual exploitation. The Youth Parliament has 15 young members who also are members of the *Health, Educational, Leisure, Cultural and Social House*, a social project to reinforce youth public policies and advocate for more youth-friendly laws.

YC and Parliament members marched against commercial and sexual exploitation, on March 28<sup>th</sup>. YC were actively engaged and protested by holding banners and posters as they walked along the main streets in Feira de Santana. They distributed pamphlets and informed local citizens about the dangers of sexual exploitation and violence. Youth also publicized information about the existing hotline service, *Disque 100* (Dial 10), which is available to report suspicious activities. The PEJ Youth Committee will continue to work closely with the Parliament. Program and will attend the congressional meeting to vote for new parliamentarians in July. Other activities that were also planned, was the Second Caravan of Culture and Employability, to be held in one of the serviced communities in Salvador.



PEJ Youth Committee holding banner against commercial sexual exploitation of children on street at Feira de Santana, city of Bahia.

In Bahia, YC members were also involved in other activities during this quarter:

- **April:**

- Coordinated the 1<sup>st</sup> Caravan of Culture and Employability, held at *Alto do Cabrito*, a community in Salvador serviced by the Enter Jovem program. The goal was to develop integrated activities to promote citizenship, discuss employability, foster cultural exchange, as well as provide leisure opportunities. The Caravan had a variety of activities such as drama plays, dance workshop, fairs, and meetings about employability, citizenship, youth leadership, health and environmental conservation. COELBA, JF Steel and Educando worked with the Committee to help organize and sponsor the Caravan.



YC distributing Coelba's Energy Saving KIT



União Dance Group – coordinated by the EJ educator Marcus Muniz



Street dance Group final presentation

- Performed a play about employability to the other peers at the First Employability Workshop held in April.
- Participated of the Ecological Trail together with the NET Bagunção. The Ecological Trail is a social education activity held by COELBA, Bahia's state utility company, to increase awareness about environmental conservation. Thirty-four program youth participated in this event along with four YC members.
- On April 15<sup>th</sup>, Motorola Foundation held a Launching Ceremony to announce an award to the American Institutes for Research/Enter Jovem School pilot project. YC members welcomed guest and Taniel Souza and Martha Xavier, also members of the Committee, gave a speech about their experiences in the program and at their jobs.

- **June:**

- On June 11th, three YC participants held a Guided Job-search in downtown Salvador, visiting stores and malls. They approached possible employers and introduce the program. As a result of this local job search, companies expressed interest in learning more about the Enter Jovem Program, leading to one youth being immediately hired by Mc Donalds.
- On the 10<sup>th</sup>, a meeting was held with EJ's staff to define the strategy to implement the Social Employability Torpedo (SET). SET are text messages that are being developed in partnership with Instituto Video Educart to provide guidance on selection processes. In order to help understand youth's main concerns about their access to the market, a questionnaire was designed and YC interviewed their peers in their communities.
- On the 14<sup>th</sup>, seven YC members met to elaborate a proposal for the Annual Youth Meeting. This objective of the annual meeting is not only to celebrate the completion of PEJ training,

but also to strengthen ties between youth participants. It will be held on September 12<sup>th</sup> together with the Youth Parliament from Feira de Santana. The YC members are responsible for the logistics of this Meeting.

## 5.2. PETI & Young Agent Programs Tracer Study

AIR was contracted by the International Labor Organization (ILO) to develop and conduct a pilot test of a tracer methodology to verify the impact of the PETI and Youth Agents programs. The research effort was also linked to the ILO-UNDP Brazil joint program to promote the decent work agenda at both analytical and operational levels.

*The primary objective of the study was to identify and capture the employment paths of former participants of PETI and Young Agent in order to assess the impact of these programs on youth employment outcomes.*

The ILO's School-to-Work Transition Survey (STWTS) was used as the basis of the survey for this study. Youth were asked questions pertaining to the conditions of their employment (informal/formal sector, economic sector, contracts, hours of work, income/wages, etc.) and characteristics of unemployment (length, means of job search, etc.) or inactivity (reasons, future work intentions, etc.).

The STWTS was reviewed to include questions that address the specific experiences of PETI and Young Agent participants during and after program participation; their perceptions of the programs' success of failure in preparing them for labor market entry; the span of time between leaving the program to the present; and the extent to which they used or were aware of employment services support intended to reintegrate youth in the labor market.

The study focused on the metropolitan area of Salvador and the sisal region of Bahia. Four groups of youth were targeted for this study:

1. Intervention 1: Former participants of PETI
2. Intervention 2: Former participants of Young Agent
3. Intervention 3: Former participants of PETI and Young Agent
4. Comparison: Youth who did not participate in PETI or Young Agent or a similar program and entered the labor force as children

**Intervention Groups.** PETI and Young Agent participant databases formed the foundation of the sampling frames for the three intervention groups. Each sampling frame included records for participants from the respective project and in the metropolitan area of Salvador and the sisal region. Proportional random sampling was used to select youth in the urban and semi-urban area of Salvador and in the sisal region. Each sampling frame was reviewed to ensure there are no duplicate records. For each intervention group a representative sample of youth who have been outside the program for at least 1 year was drawn; the samples were stratified by origin, and gender. Contact information for each individual selected had to be verified and/or updated.

**Comparison Group.** The comparison group comprised of youth from the metropolitan area of Salvador and the sisal region that did not participate in PETI, Young Agent, or a similar program and ended up in the child labor market. Using proportional random sampling, youth were

selected in each of the three geographical areas to form the comparison group. Verification that youth have not participated in a program similar to PETI or Young Agent was done by checking the Secretary of Labor database of enrollees in such projects and an eligibility question was included as part of the interview process.

Fourteen data collector were hired to identify interviewees and conduct interviews at the community. Data gatherers scheduled appointments and went to the person’s house to collect the data. A total of 682 questionnaires with 99 questions were answered.

The original research plan expected to collect 800 questionnaires, but some challenges arose throughout the data collection process that made it difficult to accomplish the sample target. Some of the major challenges encountered during the data gathering process were:

- Young Agent Program was not a statewide project and was implemented in Salvador. The program did not take place in the sisal area as originally expected; and
- Databank was considered deficient as information was missing on the participants from both programs, records had been lost and data was not centralized;

The data that was used for the research study consisted of:

- 2685 PETI graduates in Salvador;
- 208 graduates from Young Agents in Lauro de Freitas (metropolitan area – MA)
- 5,559 graduates from PETI in Camaçari (MA);
- 8,087 graduates from PETI in Valente (Sisal Area in Bahia);
- 292 graduates from Young Agent in Salvador;
- 1,337 youth for the comparison group.

Below is a table demonstrating the actual distribution of the sample:

**Table 5 – Distribution of the sample by area/program**

Groups Types	Quantity	Rate
YA & PETI at Salvador	10	2%
YA & PETI at MA of Salvador	40	6%
YA at Salvador	79	12%
YA & Sisal Area	0	0%
YA & MA of Salvador	79	12%
PETI at Salvador	79	12%
PETI in Sisal Area	79	12%
PETI at MA of Salvador	79	12%
Comparison Group of Salvador	79	12%
Comparison Group of Sisal Area	79	12%
Comparison Group of MA of Salvador	79	12%
<b>Total</b>	<b>682</b>	<b>100%</b>

**Legend:**

YA = Young Agent Project  
MA = Metropolitan Area

A gender balanced of the sampling was reached. Approximately 51% of the interviewees were female and 50% male.

**Table 6 – Sample Distribution by Age**

Gender	Youth Agent	PETI	Youth Agent & PETI	No Project	Total
06-10 years old		1%			1%
11-15 years old	1%	12%	2%	2%	4%
16-20 years old	98%	84%	94%	53%	77%
21-25 years old	1%	3%	4%	44%	17%
26-30 years old		1%		1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The majority of the youth interviewed ranged between 16 and 20 years old. The age refers to the time in which the interview was collected and not when they were in the program.

The statistical analysis of the data was done by an external consultant, Mr. Paulo Roberto Pinheiro Leal who has 8 years of experience as consultant.

Specific research questions that guided the study design is presented below together with a brief analysis of the findings:

*1. Where do PETI and Young Agent participants end up in the labor market once they conclude the programs?*

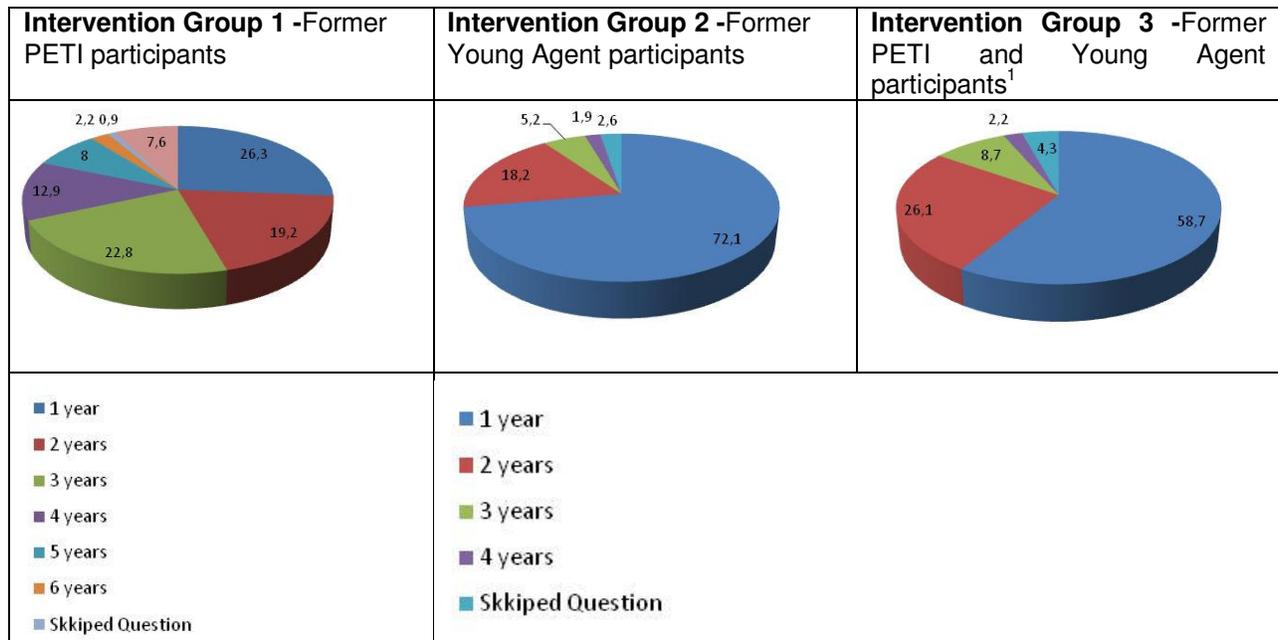
- What are their conditions of employment (informal/formal sector, economic sector, contracts, hours of work, income/wages, etc.)
- What are the characteristics of unemployment (length, means of job search, etc.) or inactivity (reasons, future work intentions, etc.)
- What was the time span between leaving the program to the present?
- What employment services support did they use?

In general, the majority of the beneficiaries of the PETI and Young Agent do not join the formal labor market after they have completed the program. Of those who answered the questionnaires, only 6% (42 youth) had a formal Job. The conditions and the availability of jobs are in general the same between the age cohorts. The dissatisfaction among those surveyed regarding their jobs was general. None of those interviewed were hired as apprentices nor were they formally hired. Furthermore none of the youth interviewed were a member of the labor union.

The major difference noticed between the surveyed groups was that Youth Agent (YA) graduates continued studying in comparison to PETI graduates. Fifty six percent of YA of Salvador were studying or enrolled in a technical course while 15.8% of the graduates from PETI were in school or technical course. On the other hand, 14,7% of YA graduates were unemployed or looking for a job while nearly 33% of PETI participants in Salvador were in the same situation.

Below, there are two couples of graphs displaying the percentage of youth by the time span between leaving the program to the present.

**Graph I – Time Span between program completion and interview**



As mentioned earlier, 42 PETI or Young Agent program beneficiaries have been formally hired. Out of these the majority (72%) never used any type of employment support services. Half found a job through their personal network of friends and relatives and approximately 37% directly from the employer. Additionally, among the 67 beneficiaries who completed both PETI and Young Agent programs, the vast majority (79%) also did not use any employment support service.

*2. How do employment outcomes of program graduates compare with child laborers with similar characteristics who did not participate in the programs?*

Graduates from each of the programs, PETI and YA, and the Comparison group, have similar characteristics regarding their employment outcomes. In both cases, few youth have secured employment;

Youth that have actually acquired employment usually are found in the service industry in occupations such as domestic work and sales attendants in stores or at the market. The minority of those interviewed work in a formal job. Furthermore, few youth are satisfied with their jobs.

<sup>1</sup> Calculated number of years after participant completed the Young Agent Program

3. *What are employment outcomes of PETI and Young Agent participants disaggregated by origin, gender, and race and ethnicity?*

The results are very similar regarding gender. Most males (59,3%) work in manual labor type jobs. Females are distributed between the administrative sector (25%) and manual labor (25%). More than double the numbers of males are engaged in manual labor in comparison to females.

Data about origin, race and ethnicity wasn't verified because there were not enough data available to enable such analysis. This group of data was expected to be collected from secondary data of the programs. Therefore, questions to enable data gathering were not included in the instrument.

4. *How easily and effectively are PETI and Young Agent participants able to make the transition to the world of work (and in particular to decent employment)?*

The study showed that program beneficiaries of both programs did not transition effectively to the formal job market. The majority of the children and youth from the PETI and YA program have found to be either unemployed or seeking for jobs. Of those that were found to be working, they were engaged in the informal sector mainly in gender stereotype positions (male in manual work and females in domestic work).

5. *What are the strengths and weaknesses in the existing employment services support system, e.g. job search assistance, counseling and placement, based on the experiences of PETI and Young Agent graduates?*

Surveyed youth rated this option of seeking job placement services as 6<sup>th</sup>. Those who were currently employed stated that they did not get their current job through employment services. It is important to highlight that most of the youth surveyed highlighted that networking was imperative to find a job.

### 5.3 Legislation

The Brazilian Government approved in December 2007 a new Legislative Decree to modify the ProJovem – National Program of Youth Inclusion: Education, Qualification and Community Mobilization. The new ProJovem format was nationally launched in January 2008 with the objective to increase the number of youth served by the program; improve the alliance between the public and non-for-profit sector; and unify government programs that serve youth.

Criteria to enroll in the program were also modified as presented in the following table:

**Table 7 - Criteria changes to enroll in the Projovem**

<b>Criteria</b>	<b>Projovem I</b>	<b>Projovem II</b>
Age	18 – 24 years	15 – 29 years
Education	Primary School	According to specific program
Work Experience	None	None

With the new set of criteria, the number of served youth was increased and different services were created according to age, education, work experience and geographical location, to meet the needs of the diversified group of beneficiaries. A summary of these new services are presented below:

- A) **Projovem for Teens:** Previously the Brazilian Young Agent Program. It caters at-risk youth between the ages of 15 and 17 as well as participants from the “Bolsa Familia” program. This program will be implemented in more than 4,000 cities throughout Brazil by providing stipends to youth participant and/or legal guardian through the “Benefício Variável” (Variable Benefit). The goal of this program is create an alternative to violence and drugs by increasing youth’s access to higher education.
- B) **Urban Projovem:** This program caters youth between 17 and 29 years old who are literate, but were not able to finish their primary education. Other changes to the program include the participation of youth with previous work experience and those with a criminal record. Youth that has an attendance of over 75% and completes 75% of the assignments receives a monthly stipend of R\$ 100. The main objectives of the program are to increase the level of education, provide vocational training to prepare for the labor market, and to increase awareness about youths’ roles in society. Urban Projovem will be implemented in all cities that have a population above 200,000 inhabitants.
- C) **Rural Projovem.** It targets youth between 18 and 29 years old. This program has adjusted the high school calendar year so they can match the agricultural cycles in a region. Youth are then able to complete high school. Youth receive a stipend R\$ 100 per month to pursue their studies. The program seeks to reduce the drop-out rate caused by the need for youth to leave school to harvest crops for a specific period of time. The stipend is given to replace the decrease in the family’s income as youth will not harvest.
- D) **Worker Projovem** unifies the “Consórcio Social da Juventude”, the “Juventude Cidadã”, and the “Escola Fábrica” programs. The goal of this program is to cater to unemployed youth between the ages of 18 and 29. This new program increased the age range of target beneficiaries. The program is a combined effort between the Brazilian Federal District, State and Municipal governments, the private sector, and NGOs. Youth receive R\$ 100 if they have a minimum attendance of 75%. It also seeks to prepare youth for the labor market by providing vocational and life skills training to secure their entry into the labor market.

## 6. Institutional Strengthening

NET *Centro de Formação Padre Humberto Plummer* has been Enter Jovem’s partner for six years. The NET received an anonymous in cash grant from a private donor. The grant was delivered through the *Qualifica Pernambuco Program/Enter Jovem Program*. PEJ helped increase the NET’s visibility in the media and within the community, attracting new donors. The donation was used by the organization to buy the house that had been previously renting. The purchase



of the house reduced their fixed costs and helped to enhance the quality of the services. As an example, 10 women in the community established a cooperative, Uniart Cooperative, to produce handmade tablecloths and towels.

## 6.1. Sustainability Plan

AIR wrote a Sustainability Plan to work collaboratively with partner community based-organizations to create strategies to continue the Enter Jovem program beyond project end date. The strategies seek to empower CBOs to manage the Enter Jovem program through a support network to fundraise and manage the program.

AIR has met with NETs representatives to present them with a general concept for sustainability, asking for suggestions and possible models. Additionally, a questionnaire was answered by the representatives to identify which documents and certificates each of the organizations have received as to guide in fundraising and tax incentives. Therefore, the group has proposed as part of the sustainability strategy for Enter Jovem to:

1. Foster discussions about “Sustainability and Fundraising in the Third Sector”.
2. Hold a series of hands-on workshops providing technical assistance to design and write proposals for fundraising. The group has proposed to present proposals as a single network (consortium) since they believe it will increase competitiveness.
3. Establish contacts and partnerships with organizations and financial agencies that could fund projects.

The Sustainability Plan will be completed in the next quarter after further discussions are held among CBOs.

## 7. Public and Private Sector Alliances

On April 15<sup>th</sup>, Motorola Corporation sponsored an event to announce the award from Motorola Foundation to Enter Jovem. The event took place in *Lobato* community at the Dalva Matos School, one of the schools selected for the expansion of the program. This event also increased Enter Jovem’s visibility among the Secretaries of State of Bahia.



**From left:** Tanya Andrade, AIR Brazil Chief of Party; Nilton Vasconcelos Júnior, Secretary of Secretariat of Labor, Income and Sport of Bahia; Enrique Ussher, President of Motorola Brazil; Ildes Ferreira, Secretary of Secretariat of Sciency, Tecnology and Inovation of Bahia; Salvador Trevizan, Office Chief of Secretariat of Education of Bahia; Jennifer Adams Director of USAID Mission; and Heather Marques, Consular Representative of USA

The President of Motorola in Brazil, Mr. Enrique Ussher, spoke about the importance of the program and the Foundation’s mission to support education and youth. Other key speakers at the event were the Director of USAID Mission, Mrs. Jennifer Adams; AIR’s Chief of Party in Brazil, Ms. Tanya Andrade; Bahia Secretary of Labor Income and Sport, Mr. Nilton Vasconcelos Júnior; the Secretary of Science, Technology and Innovation, Mr. Ildes Ferreira; and the Chief Office of the Secretariat of Education, Mr. Salvador Trevisan. Other invited guests were representatives of the

private sector, including Braskem and Rebanni Consulting.

Resources from the Motorola Foundation are being used to expand Enter Jovem school pilot project to five new schools in Bahia and train 240 youth through September 2008. This partnership is an example of USAID's Global Development Alliance initiatives as reported in its June e-newsletter (Attachment 2)

In Pernambuco, an Amendment to Instituto Empreender's agreement with the Youth Special Secretary has also enable an expansion of the Enter Jovem program into public schools. The target is to enroll 500 youth, especially those in their last year of high school. Classes began on May 25<sup>th</sup> and are expected to finish at the beginning of October.

### 7.1 Volunteer Work

Since 2006, Mrs. Nancy Dubetz, Associate Professor from the Department of Childhood and Early Childhood Education from Lehman College at the City University of New York, has been actively engaged in the pre and post test design and analysis. Mrs. Dubetz who is a specialist in curriculum development and program evaluation has been assisting PEJ meet two objectives:

- Design a curriculum that focused on providing authentic literacy experiences for learners ; and,
- Design an evaluation system to investigate the impact of Enter Jovem's new curriculum on beneficiaries' learning outcomes.

In 2007, Mrs. Dubetz presented a proposal *Evaluating the Impact of a Curriculum for Young Adults in the Northeast of Brazil* to support the statistical analysis of the pre and post tests and was awarded a grant of USD 2,620. The award will help AIR to better understand the results of the pre and post tests.

## 8. Communication

### 8.1 Success Story

Enter Jovem youth were hired by the Human Resource Brazilian Association (ABRH) to assist in hosting the V Human Resource Conference (CONGEPE) held on May 8<sup>th</sup> an 9<sup>th</sup> in Pernambuco. A total of 16 Enter Jovem program youth were hired as receptionists, supporters and doormen. Mrs. Lorena Bezerra, ABRH Event Director, and Mrs. Cibelli Pinheiro, ABRH President, were very pleased with their work: "We lived significant moments during the event; youth had a great participation". She defined youth's work as "competent" and "efficient". Mrs. Pinheiro added that "youth were good



PEJ Youth Stand and youth leaders on V CONGEPE Event

workers and showed commitment, proving that they just need an opportunity to be placed into the labor market”.

## 9. Monitoring & Evaluation

Enter Jovem’s online database system has been operational since last quarter. Nevertheless, several technological issues related to software and hardware incompatibility in the different project sites have required further adjustments. AIR ICT and M&E Assistants have been working with each of the NETs in Bahia and Pernambuco to update enrolment data. As an example, 11 NET used Linux operational system instead of Windows requiring different software to make the systems compatible and functional.

### 9.1. Youth Committee Satisfaction Survey

AIR developed a survey to learn about the perceptions and level of satisfaction of the YC in Salvador. This survey helped PEJ to better understand the needs of the young leaders and how to construct a better relationship between EJ staff and the youth committee.

The sample represents 83% of total young leaders, members of the YC in Salvador. A total of nineteen questionnaires were answered by the representatives from the following NETs: Águas Claras (2); Bagunçação (4); Cajazeiras (2); Champagnat (2); Daniel Comboni (4); Garrastazu Médiçi (2); Lar Fabiano de Cristo (1); and Instituto Renascer (2). Data was collected either by e-mail or through face-to-face interviews during the Committee’s monthly meeting.

Each questionnaire had eight questions – four qualitative and four quantitative.

The first question asked the overall level of satisfaction of the Youth Committee members with the Enter Jovem program regarding their employability, the training, methodology, course material, length of course and available infrastructure. Respondents were asked to choose between satisfactory or non-satisfactory to answer each of the questions. Table 8 – Level of Satisfaction, presents the percentage of response.

**Table 8 – Youth Committee Level of Satisfaction**

Level of Satisfaction		
Answer Options	Satisfaction	Not Satisfied
Are you satisfied with PEJ, considering the increasing of your employability skills?	100%	0%
The E&T training satisfied your needs to prepare yourself for the labor market?	100%	0%
Were you satisfied with PEJ's training methodology?	95%	0%
Do you think the course material is good?	100%	0%
Do you think the length of the course was sufficient?	84%	11%
Was the infrastructure (light, space, chair, table, computer, etc.) satisfactory?	95%	5%

The table above demonstrates that the majority of the youth are satisfied with the Enter Jovem program.

**Table 9 – Readiness for the Market**

Are you ready and willing to get into the labor market or wasn't the E&T training enough to prepare you for the market?		
Answer Options	Response Percent	Response Count
Yes, I am. I'm very prepared.	26.3%	5
Yes, I am.	63.2%	12
No, I am not.	0.0%	0
No, I am not. I am totally unprepared.	5.3%	1
I don't know.	5.3%	1
Others Answers	0.0%	0
	<b>answered question</b>	<b>19</b>
	<b>skipped question</b>	<b>0</b>

The table above presents how the Youth Committee members feel about their employability skills. Nearly 90% of the youth answered that they are ready and willing to enter the labor market.

The last question was an open-ended questions asking for Comments/Suggestions. The analysis of the comments and suggestions as presented in Table 10 – Youth Committees Comments and Suggestions, shows that 47% congratulated the program. Another 37% had no comments or suggestions). Three respondents that made suggestions two recommends to increase the length of the training program, one to increase the number of Nuclei Supervisor's on-site visits and one to improve the training of trainers.

In response, AIR has addressed the last two recommendations by hiring new Nuclei Supervisors and decreasing the number of NET's per supervisor. NS are able to provide further hand-on training and assistance to trainers to improve the quality of the training delivered.

**Table 10 – Youth Comments and Suggestions**

Analyzing Comments Box (opened question) - Put here your comments and suggestions for PEJ		
Description	Quantity	Percentage
Congratulations = the program should continue the same	9	47%
Suggestions: increase the length of the course	1	5%
Suggestions: increase the length of the course and increase Nuclei Supervisor on-site visits	1	5%
Suggestion: improve educators training	1	5%
Skipped question	7	37%
<b>Total</b>	<b>19</b>	<b>100%</b>

In summary the results from YC Satisfaction Survey are as follows:

- 100% of the respondents said that Enter Jovem’s Employability & Technology training should terminate;
- 53% said that Committee offers complementary activities to E&T training;
- 37% said that as a member of the YC they have developed other skills that include social issues such as strengthening ties with other youth and creating a positive learning environment.
- 100% believe that the YC allows them to enhance their professional behavior. 41% noted that the YC also prepares them for the labor market.
- The majority of the respondents said that the YC contribute in expanding their horizons and perceptions about life.

## 9.2. – Indicators

The following three Tables demonstrate the progress made during this quarter according to the agreed set of indicators:

**Table 11 - Indicators by State:**

I.R. 1: Increased marketable skills training for at-risk youth												
Indicator	Target	Bahia					Pernambuco					Project Total
		Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	
1.1) Number of youth enrolled	2400	193	67	149		409	942	0	815		1757	2166
1.2) Numer of youth completed training	1920	0	16	97		113	0	850	14		864	977
1.3) Percentage of increas in marektable skills	10%					0						0
1.4) Number of NGOs implemented EJ	20	7	5	0		12	13	1	8		22	34
I.R. 2: Increased access of at-risk youth to formal market employment												
Indicator	Target	Bahia					Pernambuco					Project Total
		Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	
2.1) Number of youth hired	384	10	32	22		64	0	80	82		162	226
2.2) Number of youth who retain their jobs for more than 3 months	269	6	11	22		39	0	19	39		58	97
2.3) Percentage increase in the number of employers	20%		34%			34%		52%			52%	41%
2.4) Percentage of employer satisfaction	60%			64%		64%		67%			67%	65%
2.5) Number of youth commitee activities	10	2	2	8		12	0	3	7		10	22

**Table 12 - Indicators by Sex:**

I.R. 1: Increased marketable skills training for at-risk youth												
Indicator	Target	Female					Male					Total Project
		Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	
1.1) Number of youth enrolled	2400	699	28	643		1370	436	39	321		796	2166
1.2) Numer of youth completed training	1920	0	546	67		613	0	320	44		364	977
I.R. 2: Increased access of at-risk youth to formal market employment												
Indicator	Target	Female					Male					Total Project
		Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	
2.1) Number of youth hired	384	6	17	101		124	4	15	83		102	226
2.2) Number of youth who retain their jobs for more than 3 months	269	2	6	35		43	4	5	45		54	97

**Table 13 - Indicators by Age:**

I.R. 1: Increased marketable skills training for at-risk youth																										
Indicator	Target	Q1+Q2+Q3												Q4								Project Total				
		<16	16	17	18	19	20	21	22	23	24	>24	Total	<16	16	17	18	18	20	21	22		23	24	>24	Total
1.1) Number of youth enrolled	2400	11	277	371	391	364	254	182	136	102	76	2	2166												0	2166
1.2) Number of youth completed training	1920	0	118	185	166	149	122	83	69	47	38	0	977												0	977
I.R. 2: Increased access of at-risk youth to formal market employment																										
Indicator	Target	Q1+Q2+Q3												Q4								Project Total				
		<16	16	17	18	19	20	21	22	23	24	>24	Total	<16	16	17	18	18	20	21	22		23	24	>24	Total
2.1) Number of youth hired	384	0	5	62	41	35	31	24	16	9	3	0	226												0	226
2.2) Number of youth who retain their jobs for more than 3 months	269	0	4	47	9	12	5	10	6	2	2	0	97												0	97

Note:

1. All youth who are under 14 and above 24 years old are disabled. Therefore, the program criteria do not apply.

### 9.3 Complementary Surveys:

AIR elaborated an employer survey in efforts to understand the skills sought by employers when hiring entry level youth. This survey is essential in addressing needs and trends of the formal labor market and therefore important in the adjustment of E&T Training to reflect the needs of the market. Nevertheless, as the Enter Jovem program is in closeout phase and the review of the model is not a deliverable, AIR recommends replacing this study for an educator and youth assessment. AIR has designed that survey and will collect data during the next quarter to report in the Final Report. AIR recommends this replacement as it will give an overview of the beneficiaries and trainers perspectives of the program into the final analysis of the project.