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USAID/Brazil's Disadvantaged Youth Program



QUARTERLY PROGRESS REPORT

April–June 2010

American Institutes for Research

July 2010



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Empregabilidade, Tecnologia & Inglês

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Introduction

Since 2003, the American Institutes for Research (AIR) has been working with Brazilian organizations to implement Enter Jovem (EJ), a workforce insertion program targeting disadvantaged youth in Northeast Brazil. This program was designed in response to USAID/Brazil's RFA 512-03-004, which called for an initiative to increase youth's access to the formal job market. In September 2007, USAID awarded the AIR, along with Instituto Empreender (a Brazilian NGO) a one-year extension for the Enter Jovem program. In 2008, AIR was given a two-year extension to the project to implement the project in public schools. The project end date is scheduled for September 2010.

The activities contribute to USAID's Program for "Economic Growth" through Program Area 4.6, "Private Sector Competitiveness." Under this area, Enter Jovem will impact program element 4.6.3, "Workforce Development." The Enter Jovem program prepares youth through training to join the formal job market (Sub-Element 4.6.3.3, "Workforce Readiness").

Enter Jovem Program Goal: In-country capacity to sustain and replicate the youth employment methodology increased

Enter Jovem Program Specific Objectives: (1) to establish and strengthen employability, technology and language nuclei; (2) to increase teacher's proficiency of English language and capacity to replicate the Enter Jovem methodology; (3) to increase cultural exchange opportunities; and, (4) to disseminate Enter Jovem's insertion strategy.

To achieve the specific objectives and contribute to USAID's Program Area 4.6, Private Sector Competitiveness, AIR is introducing an English language component to the Enter Jovem program and a teachers/educators training program to reach Objective 2; strengthen public and private sector alliances to implement Objectives 1 and 3; train teachers and youth using Enter Jovem's methodology and provide job placement coaching, on-the-job mentoring and professional experience to achieve Objectives 2 and 4.

By understanding the market's needs, Enter Jovem was able to provide youth the appropriate and needed skills to succeed in the current workforce. Enter Jovem recognizes that it is essential to work simultaneously to prepare youth for formal market employment opportunities and to equip them with marketable skills that will allow them to create their own professional opportunities.



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Summary of activities carried out between April – June 2010

Training: In 2010, a third cohort of students started the program with classes due to end in August 2010. A total of **432 students** are enrolled in the Enter Jovem program distributed among 10 state schools and one university center. Of these, a total of **181 students** will complete not only the Employability & Technology curriculum, but also the English language program in seven schools where English teachers were made available by the Secretary of Education. This is the second cohort of students enrolled in the English language program.

Insertion: A total of **28 program graduates** were hired this quarter. A total of **811 youth** have joined the formal job market since the first year of the program, and 87% of them have retained their jobs for more than 90 days. This semester, the number of positions available in the market for entry level jobs in Salvador has reduced. Job placement staff continues to reach out to companies to discuss hiring possibilities.

Partnerships: The partnership with IBM offered youth and their English teachers one more tool to be used in the development of English language proficiency. *Reading Companion* is an internet based educational environment that focuses on reading and pronunciation and has been integrated to the Enter Jovem English classes as part of the class activities.

AIR's partnership with Grupo Neoenergia through COELBA in Bahia and CELPE in Pernambuco has provided further training to a total of 1.071 youth from the Enter Jovem program. Additionally, another 400 youth are currently undergoing the Energy Efficiency training in Bahia. Graduates from previous years as well as currently enrolled students from Enter Jovem received training on energy efficiency, and those who achieved more than 75% on the final test are known in the company's database to be hired in the future upon demand.



1. TRAINING

1.A. Youth Training

From January to March 2010, the AIR team pre-registered 540 youth. However, in late March, only 316 youth had registered and 21 groups had been formed. Pre-enrollment has helped classes start on time. Nevertheless, students change plans during vacation break and many do not return for different reasons, including family relocation and/or if a previous student has taken a job.

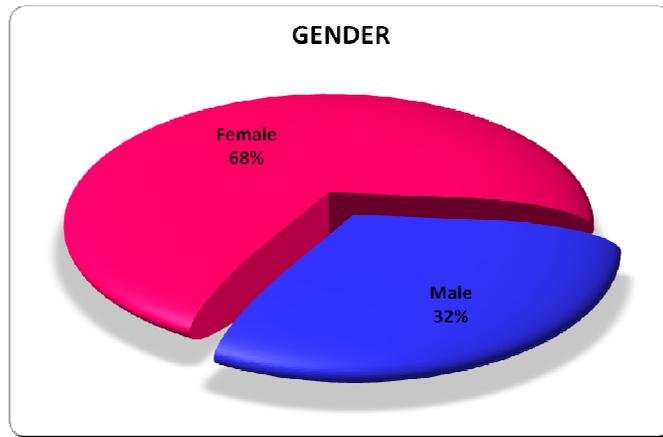
Aware of the goal, the team, with the help of educators, made several presentations in the schools to increase the number of students enrolled for the period. At the end, a total of 423 youth were enrolled in the program during this quarter distributed among the 10 state schools and the university center who have joined the program.

The youth are distributed as follows:

	NETI ¹	ENROLLED
01	C. E. de Aplicação Anísio Teixeira	59
02	C. E. Alípio Franca	34
03	C. E. Dona Leonor Calmon	41
04	C. E. Dona Mora Guimarães	40
05	C. E. João das Botas	12
06	C. E. Luiz Pinto de Carvalho	53
07	C. E. Presidente Costa e Silva	38
08	C. E. Presidente Emílio Garrastazu Médici	14
09	C. E. Presidente H. Castelo Branco	30
10	ICEIA	31
11	FIB	71
	TOTAL	423

In 2010, of the total number of youth enrolled were 288 female and 135 male students. Again, the majority (68%) of the students enrolled in the program are females.

¹ NETIs – Employability, Technology and English Nuclei: training centers in schools/university with one computer lab and one classroom.



Classes in some of the schools are expected to end in July and the majority in August. All of the English classes for this cohort will be finalized in August 2010, since they only began in April due to the fact that the state teachers had to wait for the approval of the State Department of Education in order to begin class. The following table shows the forecasted conclusion for all of the groups:

NETIS	SCHEDULE	THEME	TIME LOAD		
			WORKED	REMAINING	CONCLUSION
Aplicação	Morning	Employability	152h	48h	August
	Afternoon		100h	100h	August
Alípio Franca	Morning	Employability	176h	24h	July
		English	28h	92h	August
	Afternoon	Employability	168h	32h	July
		English	44h	76h	August
Dona Leonor Calmon	Morning	Employability	176h	24h	July
	Afternoon		172h	28h	July
Dona Mora Guimarães	Morning	Employability	111h	99h	August
	Afternoon	Employability	80h	120h	August
		English	44h	76h	August
João das Botas	Afternoon	Employability	196h	04h	July
		English	40h	80h	August
Luiz Pinto de Carvalho	Morning	Employability	184h	16h	July
	Afternoon		180h	40h	July
Costa e Silva	Morning	Employability	157h	43h	July
		English	72h	48h	August
	Afternoon	Employability	162h	38h	July



		English	72h	48	August
Castelo Branco	Morning	Employability	176h	24h	July
		English	72h	48h	August
	Afternoon	Employability	172h	28h	July
		English	76h	44h	August
FIB	Afternoon - A	Employability	196h	04h	July
	Afternoon - B	Employability	184h	16h	July
	Afternoon - C	Employability	168h	32h	July
ICEIA	Morning	Employability	165h	35h	July
		English	78h	42h	August
	Afternoon	Employability	152h	48h	July
		English	74h	46h	August

Most of the Employability & Technology classes have completed more than 150 hours, which represents 75% of the time load, thus, the drop-out / failure percentage for the period could be forecasted: 15%. Therefore, AIR has been able to reduce the drop-out rate nearly by half in comparison to the previous year.

The drop-out rate, to date, is distributed as following:

NETIs	Drop-Out	Enrolled	%
Colégio Est. de Aplicação Anísio Teixeira	12	59	20,3
Colégio Est. Presidente Emílio Garrastazu Médici	3	14	21,4
Colégio Estadual Alípio Franca	9	34	26,5
Colégio Estadual Dona Leonor Calmon	6	41	14,6
Colégio Estadual Dona Mora Guimarães	8	40	20,0
Colégio Estadual João das Botas	0	12	0,0
Colégio Estadual Luiz Pinto de Carvalho	4	53	7,5
Colégio Estadual Presidente Costa e Silva	5	38	13,2
Colégio Estadual Presidente H. de A. Castelo Branco	4	30	13,3
FIB - Centro Universitário da Bahia	13	71	18,3
ICEIA	2	31	6,5
TOTAL	66	423	15,60



Mandatory Products

The Enter Jovem Program assessment is based on the delivery of products. Delivery of a minimum of eight of these products is required. Educators have evaluated products delivered by students and ranked them according to the pre-determined standards. Also, having in mind that three is the required average; the products delivered had the following assessment:

<i>Product Activity</i>	<i>Average Grade</i>
1. Communication	4.44
2. Communication in the Professional Environment	3.63
3. Professional Behavior	3.65
4. Entrepreneurship	3.67
5. Citizenship	3.64
6. Leadership	4.00

Most of the youth had an average between three and four in which they demonstrated a good understanding of knowledge worked in the classroom, both in employability and technology.

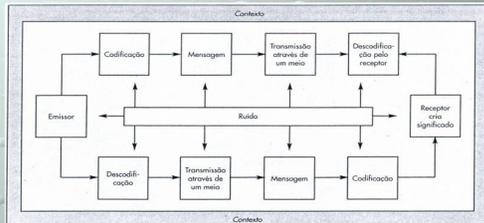
Samples of Products with Compulsory Delivery

A). Communication:



PROCESSO DE COMUNICAÇÃO

Processo de dois sentidos, em torno do qual o emissor e receptor criam significados nas suas próprias mentes.



- **Emissor** - O emissor pode ser uma pessoa, grupo ou organização que deseja ou pretende comunicar com um determinado receptor.
- **Codificação** - Emissor traduz a sua ideia para um código ou linguagem que possa ser compreendida pelo receptor.
- **Mensagem** - O resultado da codificação é a mensagem, seja ela verbal ou não verbal.
- **Canal** - aparato tecnológico utilizado no processo comunicacional, o meio físico que conduz a mensagem ao interlocutor
- **Contexto** - o ambiente em que a comunicação ocorre, as pessoas no processo, a situação em que se encontram, a afinidade e o objetivo da comunicação.

SUGESTÕES PARA UMA COMUNICAÇÃO EFICAZ AO NÍVEL ORGANIZACIONAL

- *Empenhamento da administração no processo da comunicação;*
- *Coerência entre palavras e ações;*
- *Facilitar e promover a comunicação nos dois sentidos;*
- *Dar ênfase na comunicação frente a frente;*
- *Empenhamento na partilha de responsabilidades relativamente à comunicação com os operacionais*
- *Lidar com as más notícias de forma honesta e consistente;*
- *Ajustar a mensagem à população alvo;*
- *Encarar a comunicação como um processo contínuo;*
- *Comunicação politicamente correta*



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B). Communication in the Professional Environment:

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ATA

No dia vinte e seis de março, com início às oito horas e trinta minutos, na sala de informática do colégio Estadual Presidente Humberto de Alencar Castelo Branco na rua Doutor Almeida nº01, Salvador BA iniciou-se a aula sobre escrita profissional, onde a sala foi dividida em grupo, cada grupo criou um nome para sua empresa foi escolhido um presidente de cada grupo, a partir do presidente foram distribuídas as funções e quem ficaria responsável por qual documento, que foram; memorando, ofício, carta comercial e circular. Os grupos demonstraram seriedade e agilidade; por isso, parte do grupo que teve como presidente Gislaíne concluiu parte da atividade e o segundo grupo que teve como presidente Mailson terminou um pouco mais tarde com alguns dos integrantes do primeiro grupo, deixamos um produto para concluir na segunda-feira. No dia vinte e nove de março com início às oito horas e trinta minutos, na sala de informática do colégio Estadual Presidente Humberto de Alencar Castelo Branco na Rua Doutor Almeida nº01, Salvador BA iniciou-se a conclusão da atividade 6, os grupos tiveram algumas alterações, no primeiro grupo, Rogério passou a ser integrante e no grupo dois Damillys completou o grupo; e que começaram a fazer as atividades todos, estávamos tão empenhados que não percebemos que o intervalo tinha chegado; somente uma aluna saiu da sala os demais ficaram na sala na internet na volta continuamos com a atividade e fizemos os dados da mala direta, passamos novamente para ata e então concluímos a atividade e passamos para a mala direta. Nada mais a ser tratado na ata, que vai assinada por mim, Mailson Batista dos Santos.

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Carta comercial

Itaigara – Salvador – Pituba Parque Center
Salvador, 26 de Março de 2010

Live More

Prezados funcionários

A solicitação feita por Elias Ferreira representando a nossa empresa em nossa cidade informa que seguiremos via sedex a cinquenta amostras pedidas.

Atenciosamente

Mailson Batista Dos Santos
Presidente

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Of.: nº. 09
Salvador (BA), 26/03/2010

Referência: Itaigara

Caro Sr. Presidente da empresa de Naturaly

Quero informá-la que nossa empresa pretende realizar um evento com produtos naturais.

Gostaríamos que a empresa Naturaly nos cedesse o espaço (Burrê) para a concretização do evento. Sabendo-nos que vocês têm um ótimo espaço para a realização do Buffet, informamos que serviremos um Buffet bastante agradável para 300 convidados previsto para as 15hs.

☐ champagne _____ 295un
☐ Doces _____ 400un
☐ Salgados _____ 250un
☐ Água _____ 380un
☐ Vinhos _____ 85un
☐ Aperitivos _____ 375un

Atenciosamente,

Mailson Batista Dos Santos
Presidente da empresa Live More
Local: Pituba Parque Center
Salvador BA

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Live More
Circular nº07/10
Live More
Itaigara (Salvador)

Prezados funcionários

Convidamos a todos para a inauguração da nossa primeira filial que acontecerá no dia 27/10/2010 às 19h00min.
O transporte que os levará a inauguração, sairá da nossa sede às 13h30min, ir vestidos com trajes sociais.

O evento será realizado em salvador BA (Amaralina). Próximo ao Quartel do Exército
Marque presença na nossa inauguração.
Salvador 29 de Março de 2010
Empresa Live More.

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Memorando
nº 07/Sr: Gislaíne Muniz
Em 26/03/2010

Destinatário: Presidente da empresa Aromas C.A.S.G.
Assunto: Solicito de matérias naturais

Solicito a prezada senhora que forneça 60 quilos de ervas variadas para a nossa produção de elixir.

Respeitosamente:
Mailson Batista dos Santos
Presidente da empresa Live More



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C). Professional Attitude:

Marketing pessoal!!

Samuel Egidio Santos

O que Samuel tem a oferecer?

- Um bom colega de trabalho pra ajudar e discutir atividades e etc;
- Esforçado, cuidadoso e inteligente;
- Pronto para enfrentar toda e qualquer tarefa;
- Confiança.



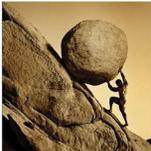
O que Samuel tem a oferecer?

- Convivência com todos, em perfeita união sem atritos e discussões;
- Sempre tenta melhorar o possível o que lhe foi dado;
- Esta presente em tudo o que for possível;
- Habilidade para aprender;
- Coragem e força.



Nunca desanima!!

- Habilidade para aprender;
- Vontade para aprender;
- Que sempre pensa nos outros;
- Que sempre pensa nas conseqüências.



Com Samuel Egidio você nunca vai se decepcionar!!

- Que sempre ajuda quando o assunto é crescimento;
- Podem encontrar nele também um ótimo ombro amigo.





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D). Entrepreneurship:

RECIBO DE PAGAMENTO DE SÁLARIO					
Nome da empresa Multifashion					
CNPJ 86.955.342/001-22		DEPARTAMENTO COMERCIAL		DATA DE ADMISSÃO 5/6/2010	
COD FUNC 269	NOME DO FUNCIONÁRIO ANDRÉIA CORREIA				
FUNÇÃO 35986-Representante comercial				MÊS DE PAGAMENTO jul/10	
COD	DESCRIÇÃO	REFERÊNCIA	VENCIMENTOS	DESCONTOS	
01	Salário base	30,00	510,00		
02	Horas extras 50%	12,00	57,38		
03	INSS	8,00		40,80	
04	Vale Transporte			25,00	
			TOTAL VENC.	TOTAL DESC.	
			567,38	65,80	
			Valor Líquido	501,58	
SÁLARIO BASE	BASE CAL FTGS	FOTS DO MÊS	SAL. CONTR.INSS	BASE CALC. IRRF.	FAIXA IRRF
510,00		49,00	559,00		

E). Citizenship:

Nome-Valdijam Lima de Jesus
Neti-CEEP Luiz Pinto de Carvalho
Turno-Vespertino
Prof. Marcos Correia



Curto Prazo

- Estou com 22 anos e moro com meus pais e meus irmãos . Para me divertir eu saio com meus amigos, vou a festas,entre outros. Sou estudante, faço trabalhos, provas e etc. Me sinto feliz porque tem pessoas que eu gosto ao meu redor . Estudei, afinal só faço estudar desde os 2anos de idade.



Médio Prazo.

- Estou hoje com 25 anos, moro sozinho.
Para me divertir eu saio com meus amigos da faculdade.
Sou estudante, curso Eletrotécnica trabalho na Cozibelle.
Eu faço trabalhos em grupos, seminários e etc. E na Cozibelle eu sou Projetista.
Me sinto bem no meu trabalho, porque é algo que eu já tinha desejado.
Estudei e fiz por onde merecer.
Terminar minha faculdade, e trabalhar muito pra ter uma vida estável.

Longo Prazo 10 anos

- Estou hoje com 32 anos, moro com minha família (mulher e filho).
Pra me divertir eu saio com minha família, amigos e vou a festas.
Eu sou Engenheiro Civil.
Eu realizo no meu trabalho Desenhos de plantas, Supervisiono Construções
.
Me sinto bem neste trabalho, pois é uma profissão que eu já tinha escolhido desde a minha adolescência.
Pra chegar até aqui eu estudei bastante e fiz por merecer.
Continuar trabalhando, cuidando de minha família e continuar a minha faculdade de Arquitetura.

1.B. Post-Test

Students who responded to the pretest are expected to answer the post no later than one week before the end of their classes. Up to the present date, 50 post-tests have been answered, but have not yet been analyzed. The distribution is as follows:

- Colégio Estadual Alípio Franca – 2 post-tests answered
- Colégio Estadual João das Botas – 11 post-tests answered
- FIB – 31 post-tests answered
- ICEIA – 6 post-tests answered

The remaining of the post-test data will be collected during the next quarter as classes come to the end.

1.C. Educators/teachers Continuous Development

Employability & Technology Educators

Enter Jovem Program has 13 educators distributed among the eleven training centers (NETI – Nucleo de Empregabilidade, Tehcnologia & Inglês). These educators have gone through four continuous trainings in the last quarter.

The Continuous Training program was designed for year seven together with the educators. Difficulties that were identified in the last year pertaining methodology and subjects were introduced to this year's program for further training. A Training Manual for Social Educators was developed by AIR's Supervisors and Methodological Coordinator. The contents selected to be addressed in the continuous education trainings were:

- April 29, 2010 - Theme: Social Educator as a Profession
- May 13, 2010 - Theme: Text Editor in the Workplace
- May 27, 2010 - Theme: Mediation as an Educational Principle
- June 17, 2010 - Theme: Mediated Learning in the Context of Popular Education



Feedback from the educators who attended these workshops has been positive. The proposed four hours training sessions have been exceeded since the educators demonstrated high interest; the discussions and the presentations have taken more time than the expected.

Training of English teachers from the State Department of Education

Training for English teachers is different from the training of educators of Employability & Technology. AIR's EFL Coordinator together with two of the best English teachers delivers the workshops. These workshop sessions are aimed at elaborating lesson plans, developing English language proficiency and improving resource utilization in the Enter Jovem Program including the use of the Reading Companion tool. Workshops are on a weekly basis and a total of ten were held this last quarter.

The Reading Companion was added to the Enter Jovem program this year. One of the products delivered by students during the program is one of the Reading Companion activities. Due to the delay in the start of classes, English teachers have not yet sent the first products, which will be sent in the first half of July.

AIR has been providing continuous training to seven state schools teachers. They are responsible for both the PEJ learning process and the use of the Reading Companion educational environment.

2. Labor Market Insertion

Employability Workshops were held to motivate youth towards the spontaneous job search. Towards the end of the training and closing of the program's monitoring activities, youth were encouraged to be pro active in order to increase their possibilities to be placed in the formal job market. Approximately 130 youth from the NETIs Estácio / FIB, Colégio Estadual Alipio Franca, Colégio Estadual Castelo Branco, Colégio Estadual Pinto de Carvalho and ICEIA, attended the workshops.

In the Employability Workshops, besides coaching youth in relation to the selection and recruitment processes, themes from the training such as professional attitude and communication in the professional environment were reinforced. The participants went through a selection process simulation, where each participant was evaluated individually and in groups.

The simulation includes a group interview, an essay and a separate presentation. During the process youth's skills and abilities are observed. Feedback is given at the end of each simulation to increase youth's awareness of their strengths and learn from their weaknesses. They were also encouraged to register at sites such as SIMM, SineBahia, IEL, CIEE, among others. The workshops also enabled the youth to ask questions about interviews, group dynamics, curriculum etc, generating better results in selective processes and youth placement.

In order to help youth access positions advertised weekly, a graduate from the Enter Jovem program and current AIR's intern, created a BLOG where available positions are posted on Mondays. In this space youth can interact with comments, questions and suggestions. The text box to the side shows text

"I loved the blog; now I am more confident that I'll get a job through the Enter Jovem Program".

Tamara de Jesus , NETI - Estacio / FIB

"The project's blog is great and is helping more and more young people! Thanks for the initiative!"

Romulo Oliveira, NETI - Colégio Estadual Alipio France



posted on the Enter Jovem BLOG.

This quarter, Cinemark, Indiano / Baviera Group, Bela Torta, Extra Supermarkets, CAM, Caasa had positions opened and held selection processes. AIR pre-selected and recommended approximately 80 youths. It is noteworthy to point out the partnership with Cinemark has intensified with time. This quarter 10 new graduates were hired totaling 17 youth formally employed by the same employer and 16 have retained their jobs for more than three months. Cinemark is one of the two major movie theaters in the shopping malls in Salvador.

In June, other selection processes that have several phases were held by companies. Four other youth were selected and are waiting to finalize the hiring process.

During this quarter a total of 28 youth were selected and placed in the formal job market. Of these, 12 have retained their jobs for more than three-months. Others still have not completed the three months but are still working.

The majority (25 people) were hired as full time employees with signed Labor Cards. Two youth were hired as interns and one as apprentice. The number of students hired and who have retained their jobs by job category is presented in the table below.

	QR1	QR2	QR3	QR4	Total
Contract (CLT)	33	21	25		79
Paid Internship	5	5	2		12
Apprenticeship	9	9	1		19
Grand Total	47	35	28	0	110

The next table shows youth who have been hired disaggregated by age and sex:

Age	F	M	Total
17	1	2	3
18	3	7	10
19	4	3	7
20	2	2	4
21		1	1
22		1	1
23		2	2
Total	10	17	28



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3. Public and Private Partnerships

3.A. IBM

The partnership with IBM has been successful because it offers one more tool to be used by teachers and students to learn English. The on-line tool expands the horizons of students by presenting a different and versatile use for Computer Networks.

On July 2, Colégio Estadual João das Botas received 10 computers with headsets as a donation from IBM. This delivery was very important because it showed all the care that IBM has had with the program and their commitment since 2009 when the contract was signed. The machines are being installed, expanding access of students in this school to the Reading Companion.

3.B. CELPE/ NeoEnergia Group

The project signed between AIR and CELPE / Neoenergia started in February 2010 and the first cohort of students have completing the program. Data is being collected and analyzed to delivery to AIR's client.

This project included partnerships with ten community-based organizations and one state school, in the capital and metropolitan area of Recife. All CBOs had been AIR's partners in implementing the Enter Jovem program except for one. This organization received graduate students from our previous partner Movimento Tortura Nunca Mais, which unfortunately shutdown.

The project has brought together 500 Enter Jovem Program graduates in Pernambuco. Of these, 176 were male (35%) and 324 were female (65%). Two hundred and seventy-two students achieved more than 75% on the energy efficiency test and are now part of CELPE's databank for future hiring. A total of 236 students were successful in the test.

As part of the community services youth analyzed 1,606 contracts and distributed during the seminar 4,881 energy efficient bulbs. These contracts will be monitored by CELPE to check the reduction of the families' utility bills. The distribution of energy efficient bulbs have a direct impact on the family budget as well as on the energy saved by the energy distributor's like CELPE and COELBA. Distributer's saving on energy contributes to the minimize risks of further energy crisis.

Success Story

Debora Moraes, 19 years old, NET - Bairro da Paz, Pedagogy Graduate – UNEB, and currently an AIR intern. Debora has decided to give Employability & Technology classes this year to other youth. Deborah says, "It is difficult to speak about my experience as an educator at the Center for Technology and Employability - NETI Estácio / FIB. Actually, everything I have learned in the classroom ...at the beginning I thought the challenge of teaching young people my own age and with a cognitive level perhaps greater than mine was hard. I tried my best to overcome my lack of experience. Today, I am grateful to the staff of the program (my colleagues) for believing in me and making me acknowledge that a career depends on overcoming challenges. Doing office work, I was only heard by youth at a time on the phone. My colleagues were always saying : "that girl talks!", because part of my job was to call students to selection processes and workshops. In the classroom, I am more than heard; I'm seen by nearly 20 youth as a role model; an example of a future that is also possible future for them".

Monitoring and Evaluation

The following indicators represent AIR/Enter Jovem's progress during this quarter:

IR 1: Increased marketable skills training for disadvantaged youth			
Indicator	Description	Means of Verification	Accomplished
1.1) 1000 enrolled youth (Disaggregated by sex and age)	Number of youth who fill the Youth Data Form	<ul style="list-style-type: none"> ▪ Employability Database 	997
1.2) 900 youth complete training (Disaggregated by sex and age)	Number of youth who deliver all products and have an attendance of at least 75%	<ul style="list-style-type: none"> ▪ Performance indicators ▪ Product Survey ▪ Attendance 	407
1.3) 10% increase in student's marketable skills upon completion of the employability, technology and language training	Difference in the percentages of youth whose test scores are very good or excellent in the 8 E&T training subjects ² between pre and post tests	<ul style="list-style-type: none"> ▪ Pre and Post Testing 	NA
1.4) 10 partner schools implement program	Number of schools who sign LoI to house a NETI	<ul style="list-style-type: none"> ▪ Letter of Interest 	11
IR 2: Increased access of disadvantaged youth to formal market employment			
Indicator	Description	Means of Verification	Description
2.1) 200 youth (40%) are hired into the formal job market (Disaggregated sex and age)	Youth placed into the job market. Number of youth hired divided by the total number of youth who completed the training within the year. Youth from previous years who is hired after November 2008 will also be counted towards this target.	<ul style="list-style-type: none"> ▪ Employability Database 	249
2.2) 75% of the youth hired retain their jobs for a 3-month period (Disaggregated by sex and age)	Youth placed into the job market for a three-month period or more and are still at the same working place or in a better job, compared to the total of inserted youth.	<ul style="list-style-type: none"> ▪ Employability Database 	204 (82%)
2.4) 60% employer satisfaction	Number of employers who reports that youth's performance meet their expectations	<ul style="list-style-type: none"> ▪ Performance Survey 	NA

NA = Not applicable this quarter

Attachment A - contains data disaggregated by age and sex for enrollment.

² Percentage is calculated as the number of youth who achieve good or excellent test scores, divided by the number of youth who took both tests.

Relatório Análítico de Jovens

Filtrado por: Net (Todas exceto): Acompanhamento e Mentoria ; Estado: BA ; Data registro inicial: 01/03/2010 ; Status: Ativo

Idade	Perc. (%)	Total
16	31.91%	135
17	22.70%	96
18	21.75%	92
19	7.80%	33
20	6.38%	27
21	3.78%	16
22	2.60%	11
23	1.65%	7
24	1.42%	6
Total	100.00%	423

Sexo	Perc. (%)	Total
F	68.09%	288
M	31.91%	135
Total	100.00%	423

Estado	Perc. (%)	Total
BA	100.00%	423
Total	100.00%	423

Telefone	Perc. (%)	Total
Celular	33.33%	423
Recados	33.33%	423
Residencial	33.33%	423
Total	100.00%	1269

E-Mail	Perc. (%)	Total
E-Mail	0.00%	0
Total	100.00%	423

Status do Jovem	Perc. (%)	Total
CURSANDO	83.92%	355
EVADIDO	13.71%	58
REPROVADO	2.36%	10
Total	100.00%	423

Tamanho da camisa:	Perc. (%)	Total
G	0.47%	2
GG	39.57%	167
M	3.55%	15
P	34.83%	147
Total	100.00%	422

Relatório Analítico de Jovens

Filtrado por: Net (Todas exceto): Acompanhamento e Mentoria ; Estado: BA ; Data registro inicial: 01/03/2010 ; Status: Ativo

Qual a sua etnia ou cor?	Perc. (%)	Total
	0.71%	3
Amarelo (Asiático)	2.61%	11
Branca	9.72%	41
Indígena	2.84%	12
Negra	50.71%	214
Parda	33.41%	141
Total	100.00%	422

Qual o seu estado civil?	Perc. (%)	Total
	0.24%	1
Casado(a)	0.71%	3
Solteiro(a)	99.05%	418
Total	100.00%	422

Você tem filhos?	Perc. (%)	Total
	0.71%	3
Não	95.97%	405
Sim	3.32%	14
Total	100.00%	422

Quantos filhos?	Perc. (%)	Total
	97.16%	410
1	2.84%	12
Total	100.00%	422

Você é portador de alguma deficiência?	Perc. (%)	Total
	2.61%	11
Não	96.68%	408
Sim	0.71%	3
Total	100.00%	422

Qual deficiência?	Perc. (%)	Total
	99.05%	418
Com amputação de membro (s)	0.24%	1
Com baixa visão ou visão subnormal	0.71%	3
Total	100.00%	422

Relatório Analítico de Jovens

Filtrado por: Net (Todas exceto): Acompanhamento e Mentoria ; Estado: BA ; Data registro inicial: 01/03/2010 ; Status: Ativo

Quantas pessoas moram na sua casa, contando com você?		Perc. (%)	Total
		3.08%	13
1		0.71%	3
10		0.71%	3
11		0.24%	1
12		0.47%	2
14		0.24%	1
2		7.58%	32
3		21.33%	90
4		29.86%	126
5		19.43%	82
6		10.43%	44
7		3.55%	15
8		1.66%	7
9		0.71%	3
Total		100.00%	422

Renda familiar?		Perc. (%)	Total
		0.95%	4
0-1 Salário Mínimo		36.26%	153
Acima de 1 Salário Mínimo - 2 Salários Mínimos		40.05%	169
Acima de 2 Salários Mínimos - 4 Salários Mínimos		19.43%	82
Acima de 5 salários Mínimos		3.32%	14
Total		100.00%	422

Escolaridade:		Perc. (%)	Total
Cursando Ensino Médio		86.73%	366
Ensino Médio Concluído		13.27%	56
Total		100.00%	422

Ano que está cursando o ensino médio?		Perc. (%)	Total
		16.35%	69
1º		16.11%	68
2º		29.15%	123
3º		38.39%	162
Total		100.00%	422

Turno que estuda?		Perc. (%)	Total
		16.35%	69
Manhã		42.89%	181
Noite		9.48%	40
Tarde		31.28%	132
Total		100.00%	422

Você já trabalhou com carteira assinada antes?		Perc. (%)	Total
Não		97.16%	410
Sim		2.84%	12
Total		100.00%	422

Se sim, qual era seu salário mensal?		Perc. (%)	Total
		98.10%	414
1 Salário Mínimo		0.95%	4
Menos que 1 salário mínimo		0.95%	4
Total		100.00%	422

Você está trabalhando com carteira assinada atualmente?		Perc. (%)	Total
		2.13%	9
Não		97.63%	412
Sim		0.24%	1

Relatório Analítico de Jovens

Filtrado por: Net (Todas exceto): Acompanhamento e Mentoria ; Estado: BA ; Data registro inicial: 01/03/2010 ; Status: Ativo

	Total	100.00%	422
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Se sim, qual é o seu salário mensal?	Perc. (%)	Total
	100.00%	422
Total	100.00%	422

Quais documentos são necessários para trabalhar formalmente?	Perc. (%)	Total
Carteira de identidade	22.72%	394
Carteira de Registro Militar (se for masculino)	5.59%	97
Carteira de Trabalho	24.05%	417
Comprovante de Votação da última Eleição	3.92%	68
CPF	22.90%	397
PIS	6.57%	114
Título de Eleitor	14.24%	247
Total	100.00%	1734

Quais documentos já possui?	Perc. (%)	Total
Carteira de identidade	27.91%	412
Carteira de Registro Militar (se for masculino)	2.85%	42
Carteira de Trabalho	19.31%	285
Comprovante de Votação da última Eleição	3.73%	55
CPF	25.68%	379
PIS	3.86%	57
Título de Eleitor	16.67%	246
Total	100.00%	1476

Você tem curriculum?	Perc. (%)	Total
	0.47%	2
Não	44.08%	186
Sim	55.45%	234
Total	100.00%	422

Relatório Análítico de Jovens

Filtrado por: Net (Todas exceto): Acompanhamento e Mentoria ; Estado: BA ; Data registro inicial: 01/03/2010 ; Status: Ativo

Quantas vezes mandou seu curriculum para um processo seletivo?		Perc. (%)	Total
		2.37%	10
	0	52.37%	221
	1 - 5	31.04%	131
	5 - 10	6.40%	27
	Mais de 10	7.82%	33
Total		100.00%	422

Quantas vezes foi para uma entrevista de emprego?		Perc. (%)	Total
		1.42%	6
	0	71.80%	303
	1 - 2	19.67%	83
	3 - 5	5.69%	24
	Mais de 5	1.42%	6
Total		100.00%	422

Você sabe onde procurar emprego?		Perc. (%)	Total
		0.24%	1
	Não	20.85%	88
	Sim	78.91%	333
Total		100.00%	422

Procura emprego no jornal?		Perc. (%)	Total
		9.48%	40
	As vezes	41.23%	174
	Nunca	35.55%	150
	Sempre	13.74%	58
Total		100.00%	422

Procura emprego na internet?		Perc. (%)	Total
		6.16%	26
	As vezes	31.75%	134
	Nunca	13.03%	55
	Sempre	49.05%	207
Total		100.00%	422

Procura emprego com familiares?		Perc. (%)	Total
		8.29%	35
	As vezes	40.05%	169
	Nunca	14.69%	62
	Sempre	36.97%	156
Total		100.00%	422

Relatório Analítico de Jovens

Filtrado por: Net (Todas exceto): Acompanhamento e Mentoria ; Estado: BA ; Data registro inicial: 01/03/2010 ; Status: Ativo

Procura emprego com amigos?	Perc. (%)	Total
	6.87%	29
As vezes	43.84%	185
Nunca	14.22%	60
Sempre	35.07%	148
Total	100.00%	422

Procura emprego em agência de emprego?	Perc. (%)	Total
	7.11%	30
As vezes	26.30%	111
Nunca	38.39%	162
Sempre	28.20%	119
Total	100.00%	422

Já fez curso de informática?	Perc. (%)	Total
	1.90%	8
Não	35.78%	151
Sim	62.32%	263
Total	100.00%	422

Cursos que teria interesse?	Perc. (%)	Total
Água e telecomunicações	7.26%	118
Automação comercial	6.09%	99
Espanhol para turismo	11.13%	181
Gás & petróleo	11.01%	179
Hospitalidade	7.44%	121
Inglês para negócios	16.61%	270
Instalação de Redes	7.75%	126
Leiturista do setor energético	2.83%	46
Práticas hoteleiras	6.33%	103
Turismo	12.48%	203
Vendas	11.07%	180
Total	100.00%	1626