



USAID
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USAID/Brazil's Disadvantaged Youth Program

QUARTERLY PROGRESS REPORT

April – June 2007

enter **Jovem**

**American Institutes for Research,
Comitê para Democratização da Informática, and
Instituto Brasileiro de Administração para o Desenvolvimento**

July 31st 2007

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1. Introduction

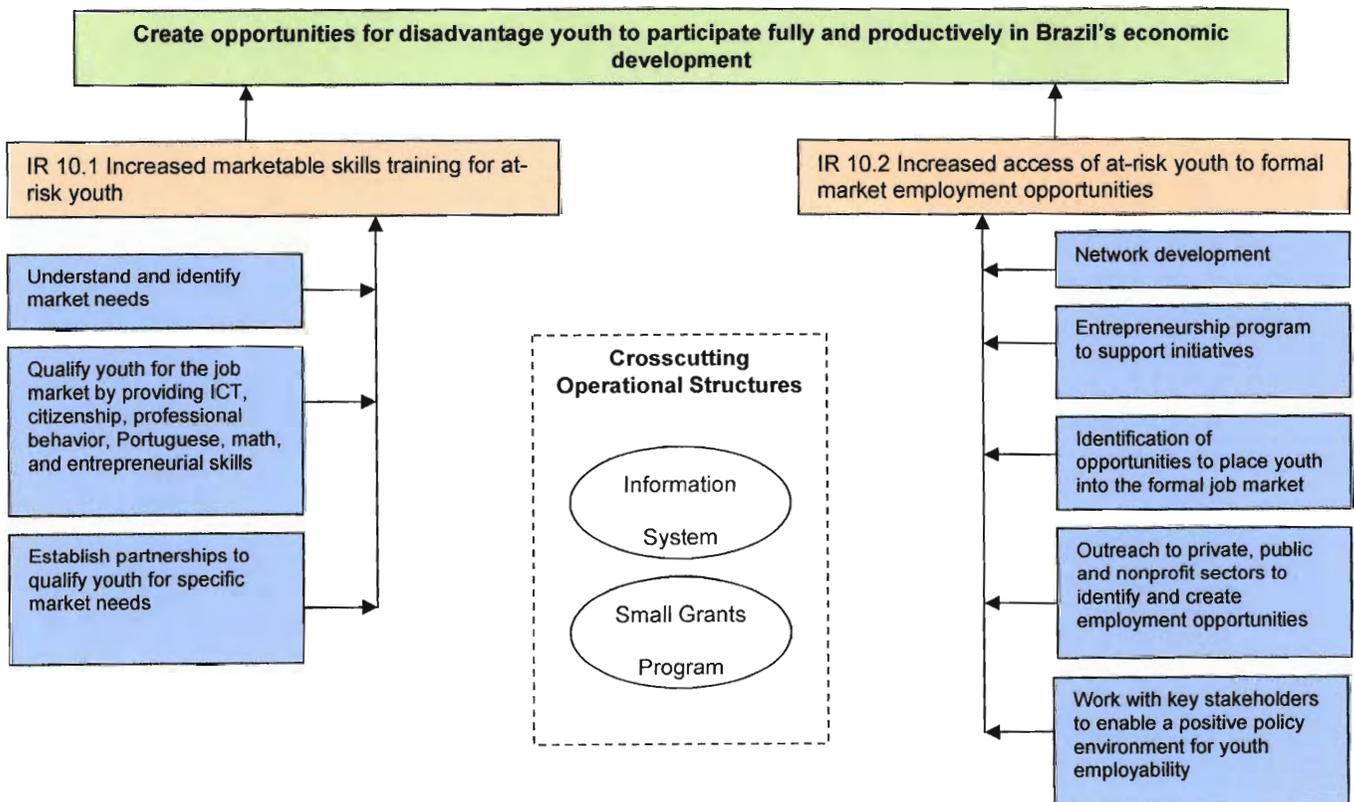
The American Institutes for Research (AIR), the Comitê para Democratização da Informática (CDI), and the Instituto Brasileiro de Administração para o Desenvolvimento (IBRAD) implemented the 15th quarter of USAID/Brazil's Disadvantaged Youth Program (DYP) Enter Jovem (EJ) with support from USAID/Brazil from April 1st through June 30th 2007.

Enter Jovem's Program Goal: To support USAID/Brazil's Strategic Objective No. 10 - "Economic Alternatives and TIP Services Expanded to Vulnerable Groups."

Enter Jovem's Program Objective: To increase the employability of disadvantaged youth in Salvador and Recife through support of USAID/Brazil's Intermediate Results:

- IR 10.1 Increased Marketable Skills Training for At-Risk Youth
- IR 10.2 Increased Access of At-Risk Youth to Formal Market Employment Opportunities

By understanding the market's needs, EJ is able to provide youth the appropriate and needed skills to succeed in the current workforce. EJ 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 entrepreneurial and alternative opportunities. The figure below illustrates how Enter Jovem will contribute to each of USAID's intermediate results.



2. Progress Summary

The major project outcomes include:

Training: A total of 3,488 youth completed the Basic Module in Salvador, Recife and Fortaleza. Currently, another 889 youth are taking the Basic Module. While 662 youth have completed the Intermediate Module (network or web design), another 179 youth are currently enrolled in the Intermediate Module and are expected to complete it by July 2007. Fifty-two youth are currently enrolled in the Advanced Module in Recife, with 238 (Audiovisual course) having completed the course in Recife and Salvador.

	YEAR 1		YEAR 2		YEAR 3			YEAR 4			TOTAL	
	EST	ACCOMP	EST	ACCOMP	EST	ACCOMP	In Training	EST	ACCOMP	In Training	EST	ACCOMP
Basic Module	735	380	840	1222	1280	1277	0	691	609	889	4200	3488
Intermediate Module	N/A	N/A	299	129	340	377	0	566	156	179	1221	662
Advanced Modules	N/A	N/A	N/A	N/A	130	120	0	353	118	52	500	238

Note: EST = Estimated; ACCOMP = Accomplished

Complementary and Behavioral Workshops: A total of 467 youth have concluded the Complementary Workshops and 384 concluded the Behavioral Workshops in both Salvador and Recife.

Labor Market Insertion: During this quarter, 899 of youth who completed the Basic Module have joined the formal job market. Seventy-one youth were contracted and 43 youth were inserted during this quarter in Salvador and Recife. One hundred and seventy three youth participated in the youth employability workshops during this quarter.

Entrepreneurship: Businesses started through the Bahia Inovação Award the implementation phase. CESEP has purchased all necessary equipment and youth have completed their training. Daniel Bagdêve, Enter Jovem volunteer, continues to provide technical assistance to the young entrepreneurs, with new classes scheduled to start in August 2007.

Institutional Strengthening: Two community organizations that are part of the Enter Jovem network (Bahia), Santa Luzia and CESEP were selected by the Japanese embassy and are currently in the initial project approval phase. Technical visits are expected in August 2007.

Small Grants: All small grants activities will be finished by the end of July for this phase of the program. Over 500 youth will finish behavioral and complementary training. In Fortaleza, with Instituto's Unibanco support, 288 youth will continue until December 2007. Enter Jovem was crucial to enable Instituto Aliança's operation in Fortaleza.

Policy: The youth committee in Pernambuco presented a letter to a government official during the Certification Ceremony. In the letter, issues such as access to better education, recreation, among others were discussed.

Partnerships: During this quarter, Enter Jovem continued its partnership with FIB- Centro Universitário by offering three (3) twenty-hour long workshops on sexuality, sales and secretarial techniques. A total of 79 youth have participated in trainings and approximately USD 2,600 was leveraged as cost-share to the project.

3. Description of Activities

The activities have been divided into eight components: management, training, labor market insertion, small grants program, entrepreneurship, institutional strengthening, policy, and communications. Activities for each component are discussed below.

3.1 Management

AIR met this quarter with USAID Mission to discuss branding policies and use of program name and logo after the end of this first project phase. USAID logo will only be used in future activities when in-cash contributions are provided for the specific project. The project name and logo are of public domain and implementing partners have met to discuss procedures for use. AIR, CDI and IBRAD have agreed that the use of the project name and logo are of public domain. If an organization would like to name a new project as Enter Jovem and use its logo, it is acceptable when the design of the project contains, at least, the following three components: ICT training, insertion and policy. Furthermore, the organization must include its own logo to clarify who is the implementer. A Memorandum of Understanding is currently being drafted by AIR and will be signed by partners during the last quarter.

AIR is currently writing a report for each of the community-based organizations with data on the Enter Jovem program, program beneficiaries, newsletters, success stories and an analysis of the social-economical data collected through the Individual Form for each on each of the communities. This information will serve for each organization to know more about their beneficiaries, use it for strategic planning and proposal development and as part of their institutional capabilities. The report will be delivered in July during the final meeting with CBOs. The meeting will also serve to present Enter Jovem's final results and discuss the next steps with all the local counterparts.

USAID approved the amendment solicitation for additional funding. The complementary grant will be used to allocate the necessary resources through September 30th to finalize project implementation plan, to include the following activities: (a) Complementary Workshops; (b) Advanced Module in Recife; Youth Certification; (c) Private Sector Outreach; (d) CBO Final Meeting & Community Feedback Report; (e) Provide assistance to youth as they finish the training program in June and pursue job opportunities; (f) Finish the impact evaluation analysis; (g) Train of Trainers Guide and Student's Handbook; (h) Produce and print a final document to be published on youth employability in English and Portuguese based on the evaluation and success stories gathered during the project period; and (i) Hold meeting with possible donors, CBOs, the private sector, and government to share methodology, results, lessons learned, and impacts.

3.2 Training

Activities for the Basic, Intermediate (Web design and Network courses), and Advanced Modules have ended as of 30 June 2007 in Salvador, Fortaleza, and Recife. Products delivered in each of the modules by youth are currently being evaluated by Regional Pedagogical staff.

Pedagogical staff conducted a series of trainings reinforcing the Enter Jovem methodology as well as training exercises. The participation of the staff on monthly basis during the training program ensured that products produced along the course are reflective (i.e., resumes) of what is needed when youth are searching for jobs. There was increase in the quality of the products as well as a sense of ownership. The products were no longer seen as a series of tasks that need to be completed by the youth, instead they were seen as necessary steps for the formation of a career plan.

In Salvador, the 4th Advanced Module course is scheduled to end on 14 July 2007. Thirty-nine youth (72% of the total enrolled) will complete the module. In Recife, the 2nd Advanced Module in Audio & Video ended in mid April 2007. Fifty-two youth completed the course producing 2 films, which concluded with the screening of 2 short films. Copies of the short films have been submitted to DEC and to USAID Mission. The public exhibit of these films is an important event where youth who successfully complete the course, as well as family and community members participate in their achievements. The public exhibit is also planned and organized by the students as a means to learn how to publicize their work.

One of the highlights during this quarter was the selection of the short film edited by one of the participants of the Advanced Module, Gabriela Conceição. As one of the 100 semi-finalists for the **UNICEF Media Magic Make a Difference! One Minute Video Contest**. The 1 minute film, which addressed the theme of "The World Fit for Children," was voted in third place from the 10 finalists by votes cast on UNICEF's "Voices of Youth" website. *Elen 12 Años*, a film about a 12 year old, about a natural leader. Everything that Elen learns she teaches other children in her community by lecturing and giving them assignments. Elen learned how to play drums on her own and taught other children and put a band together. Elen hopes to be a lawyer and defend people in her community who are unjustly sent to jail. *Elen 12 años* received over 1,000 internet votes.

The Certification and Integration ceremony took place on 05 May 2007 in Recife, Pernambuco. Youth who completed the Basic and Intermediate Modules in Year 3 and Year 4 (courses completed up to April '07) received certificated of completion. Nearly 500 certificates for the Basic and Intermediate Modules were distributed among participants. All of the local CBOs were presented during the ceremony, as this was a unique opportunity for exchange among coordinators, educators, and youth with other community organizations that are part of the Enter Jovem network.

During the ceremony, youth from the Recife State Youth Committee presented a theatrical skit to the audience. The skit addressed issues of early pregnancy, violence, unemployment, drugs, STDs, and other issues encountered by Brazilian youth. Another highlight was the presentation of a Letter to the State Government drafted by members of the youth committee (See Policy Section 3.7, page 9) with their priority list.

In partnership with FIB-Centros Universitários, Enter Jovem offered 20-hour market-driven trainings during this quarter. The trainings were delivered by university volunteers supervised by the course coordinator. These courses were administered in the local community organizations such as Bairro da Paz and Boa Vista do Lobato, as well as at the Enter Jovem office. The table that follows shows the number of participants.

Market-driven training	Provider	Estimated Number of Youth
Sales	FIB	25
Public Health	FIB	25
Secretarial Techniques	FIB	29
TOTAL		79

The following tables summarize the number of youth trained to date in the different courses offered by the Enter Jovem Program in Recife, Salvador and Fortaleza:

Youth Training in Recife:

Goals and Objectives	Proposed	Course	Enrolled to Date	Currently in Training	Completed to Date
Capacity building at basic level (MS Office)	YEAR I				
	Train 278 youth		221	0	157
	YEAR 2				
	Train 420 youth		1035	0	737
Capacity building at intermediate level (Entrepreneurship/ Network or Web design)	Train 111 youth	Ecosol	134	0	98
		Entrepreneurship	0	0	0
		Network	0	0	0
		Web	0	0	0
Capacity building at basic level (MS Office)	YEAR 3				
	Train 440 youth		722	0	409
Capacity building at intermediate level (Entrepreneurship/ Network or Web design)	Train 170 youth	Entrepreneurship	55	0	36
		Network	294	0	190
		Web	85	0	43
Capacity building at advanced level (Audio and Video)	Train 90 youth		71	0	55
YEAR 4					
Capacity building at basic level (MS Office)	Train 460		623	374	238
Capacity building at intermediate level (Entrepreneurship/ Network or Web design)	Train 175	Network	30	11	13
		Web	126	77	47
Capacity building at advanced level (Audio and Video)	Train 150		104	52	48

Youth training in Salvador:

Goals and Objectives	Proposed	Course	Enrolled to Date	Currently in Training	Completed to Date
Capacity building at basic level (MS Office)	YEAR 1				
	Train 457 youth		324	0	223
	YEAR 2				
	Train 420 youth		575	0	485
Capacity building at intermediate level (Entrepreneurship/ Networks or Web design)	Train 183 youth	Ecosol	83	0	83
		Entrepreneurship	48	0	41
		Network	79	0	72
		Web	80	0	57
Capacity building at basic level (MS Office)	YEAR 3				
	Train 440 youth		1017	0	488
Capacity building at intermediate level (Entrepreneurship/ Network or Web design)	Train 170 youth	Entrepreneurship	50	0	50 ¹
		Network	96	0	70
		Web	111	0	79
Capacity building at advanced level (Audio and Video)	Train 80 youth		75	0	65
YEAR 4					
Capacity building at basic level (MS Office)	Train 460		725	227	371
Capacity building at intermediate level (Entrepreneurship/ Network or Web design)	Train 320	Network	124	41	60
		Web	89	50	36
Capacity building at advanced level (Audio and Video)	Train 150		97	0	70

Youth training in Fortaleza

Goals and Objectives	Proposed	Course	Enrolled to Date	Currently in Training	Completed to Date
YEAR 3					
ICT & Market-driven trainings (refer to 3.5 - Small Grants on page 15)	Train 400 youth ²	ICT, citizenship & employability	456	0	380
		Video Entrepreneurship	30	0	30
		ICT, employability, Renewable Energy & Sustainable Development	60	0	54
YEAR 4					
ICT & Market-driven trainings (refer to 3.5 - Small Grants on page 15)	Train 288 youth	ICT, citizenship & employability	288	288	0

¹ Five youth who received additional training in Entrepreneurship on Year 3 had previously participated in YABT's Entrepreneurship training in Year 2.

² Fortaleza's training program presents specific curriculum. The number of estimated total is based on the figures submitted to USAID for training on the Basic Module.

The next table presents the *total number* of youth trained to date, disaggregated by sex:

Module Course	Basic						Intermediate						Advanced					
	ICT Skills			Eco Sol			Net			Web			Entrepreneurship			Audio & Video		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Yr 1	179	201	380	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yr 2	550	672	1222	82	99	181	36	36	72	27	30	57	19	22	41	0	0	0
Yr 3	601	676	1277	0	0	0	121	139	260	63	54	117	11	49	127	65	55	120
Yr 4	487	122	609	0	0	0	35	37	72	41	59	100	0	0	0	53	65	118
Total	1817	1671	3488	82	99	181	192	213	405	131	143	274	56	71	168	118	120	238

3.3 Labor Market Insertion

In Recife during the last quarter, 21 youth were hired with 18 being inserted (remain in their jobs for over a 3-month period) into the workforce. Three employability workshops were held with the participation of 54 youth from two EICs, Cidadania.Com and Construindo o Futuro. As part of the insertion strategy, coordinators are holding discussions with Human Resources consultants to further develop specific employability trainings that reflect employer needs.

In Salvador, 50 youth were hired in the last quarter, and 25 were inserted. Five employability workshops were held and counted with the participation of 119 youth from 10 EICs. This has increased the number of youth who have their data in the Opportunity Databank by 3.5 percent.

As a strategy to increase the number of youth hired among the current Enter Jovem employers in both Bahia and Pernambuco, a breakfast and a cocktail were held. Thirty people in both cities participated in the events, which highlighted the advantages of hiring Enter Jovem youth. With the turnout rate lower than expected in both cities, the insertion team realized that other ways must be sought to attract potential partners. Enter Jovem considers this experience a **Lessons Learned**, and will look into different strategies such as taking part in seminars and conferences where business people are most likely to gather. Instead of having employers come to an Enter Jovem sponsored event, we now plan to go to events where current and potential employers are present.



3.4 Entrepreneurship

All four organizations that were recipients of the Bahia Inovação Award have continued with entrepreneurial activities. The network installation business with CESEP is shaping up, and the legalization aspect of the business is being evaluated. There are currently about twelve youth involved with the project, which is seen as a source for employment for program youth as well as a source of income generation for the CBOs.

3.5 Small Grants

Instituto Aliança

Currently there are 288 youth being trained in ICT and market-driven skills such as administrative assistant and secretarial techniques. The program will continue training youths until September 2007 as this specific program is eight months in length, totaling 560 hours of training and 298 hours of on the job training as apprentices. To date no drop-out rates have been reported.



Youth participating in the Selection Process for Instituto Aliança



Youth presenting a Hip Hop Skit in Maracanã

Santa Luzia Mabin

For Year 4, Santa Luzia is conducting workshops in Portuguese and Mathematics in ten EICs. Two Inter EICS took place in May and June to exchange experiences among youth who participated in the Portuguese and Mathematics workshops. Approximately 150 youth participated in activities that included dance groups, theatre, and workshops exploring the issues of youth unemployment, STDs/HIV, sexuality, citizenship and volunteerism.

Activities such as these are encouraged by Enter Jovem in collaboration with the Associação de Moradores do Conjunto Santa Luzia, which also houses the EIC Palmares. Two Hundred (200) youth completed the courses offered by Santa Luzia. This interaction and visibility with other organizations that participate in the Enter Jovem network have allowed Santa Luzia to expand its services to other CBOs. Enter Jovem provided Santa Luzia technical assistance to enhance its methodology and to increase its sustainability.

Instituto Beneficente Conceição Macedo (IBCM)

The Behavioral Workshops offered through a partnership with IBCM in Salvador started in this quarter. One hundred and ninety four (194) youth have concluded the behavioral workshops. Twenty-eight youth that participated in the behavioral workshops were interviewed and 11 were hired, being that 50% of those hired were young women.

CIEE - PE (Centro de Integração Empresa-Escola)

In Recife, CIEE began workshops in Portuguese, Mathematics and the behavioral components in 10 EICs in mid March. The youth participating in the workshops had an excellent attendance rate. The professors had positive feedback from the students and are looking into creating more interactive course material. One example is EIC Construindo o Futuro that currently has 22 youth registered in the workshops with only one participant not completing the course because he was hired.

3.6 Institutional Strengthening

Japanese Embassy

Enter Jovem continues to support USAID's initiative and agreement with the Japanese Embassy by providing technical support to Bagunçação as well as the newly selected organizations. The Japanese Embassy is currently evaluating proposals from Santa Luzia and CESEP that are currently in the approval process. Enter Jovem staff have been providing technical assistance in project design and completion of the application along with guidance in the gathering of necessary documentation. Santa Luzia proposed the expansion of a Training and Economic Development Center for development of vocational training activities, entrepreneurship and income generation for the community. CESEP also proposed the expansion and improvement of its training center with the purpose of increasing the number of beneficiaries, improve the computer lab and other educational/cultural activities.

The Ambassador and technical staff will be visiting the organizations and the projects during the first quarter of August to clarify any remaining questions and to inspect the existing infrastructure. As proposals are approved they are submitted to the Japanese Government for the final approval.

3.7 Policy

The Youth Secretariat of the State of Pernambuco was invited to the Enter Jovem Certification Ceremony in Recife to speak about programs and strategies for youth in Brazil. During the Certification and Integration Ceremony, the Youth Committee delivered a letter to government officials from the Youth State Secretariat with the following requests:

- Entry level employment creation for youth.
- Vocational training courses for youth in partnership with the private sector.
- Mobilization of the private sector to ensure compliance of the Apprenticeship Law.
- Increase recreational activities in communities.
- Improve quality of public education and educational facilities.
- Strengthen the *Escola Aberta*³ project.
- Fund organizations that sponsor youth activities.
- Strengthen the community organization that takes part of the Enter Jovem network by providing them with equipment and financial assistance.
- Strengthen the relationship between Enter Jovem and the Employment Agency to include program youth in the SIMM⁴ databank.
- Support programs that implement youth activities in public health and non violence.

The government official greeted and thanked the audience and stated the importance of programs like Enter Jovem.

³ Escola Aberta- Open School Project: A Government initiative that, maintains public schools open for use during the weekends offering vulnerable youth sports, artistic or social-cultural activities.

⁴ SIMM- Sistema de Intermediação Municipal de Mão de Obra- Municipal Workforce Intermediation System, (the municipal job bank)

3.8 Partnerships

The project continues to foster partnerships among businesses, universities and the private sector. Some of the highlights of the partnerships established during this quarter were with COELBA (Bahia Electricity Company) and Casa Santa Misericórdia. Both companies have expressed interest in specifically hiring youth from the program. The Salvador Insertion team is in frequent contact with representatives from both companies to develop a recruitment design project that will meet their needs as well as Enter Jovem's.

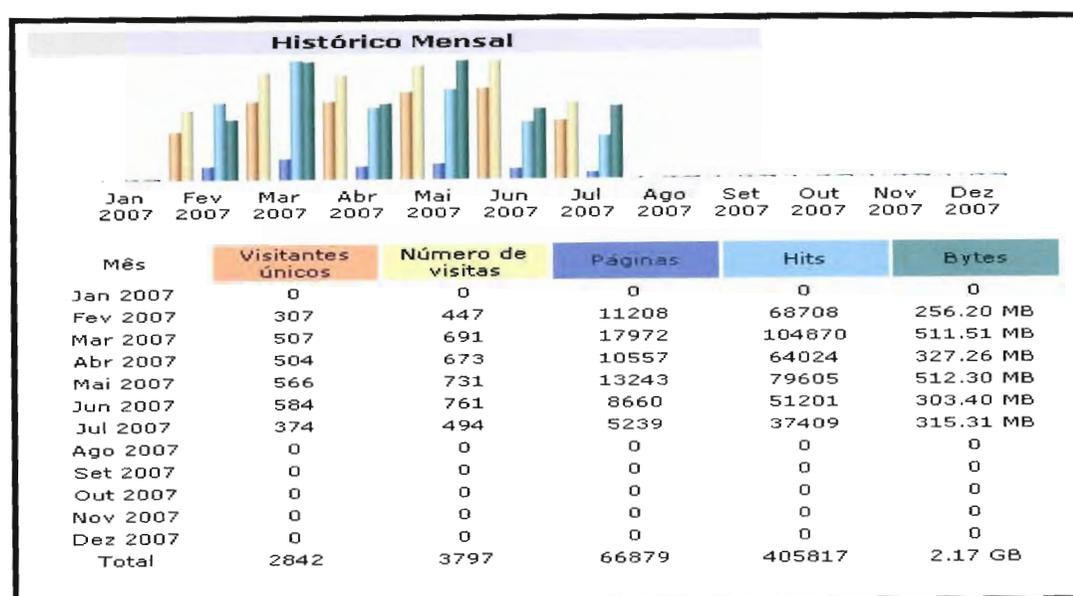
International Labor Organization (ILO)

AIR and ILO is discussing a partnership to design and conduct a study on the impact of the PETI and Youth Agent programs on youth in the state of Bahia. The research will try to ascertain if PETI and Young Agent participants are engaged in the market after they have completed the program (e.g. formal or informal jobs, poorly-paid jobs, etc.). This research will also be linked to the ILO-UNDP Brazil joint programming exercise to promote decent work. At the analytical level, its findings will feed into the elaboration of the Report on Employment, Human Development and Decent Work. At the operational level, the research will inform the pilot "bridging program" to be developed in the State of Bahia targeting young people who have passed through conditional cash transfer programs. Its aim would be to demonstrate the need for an integrated approach to conditional cash transfers, employment, and decent work issues targeting youth. The data will also be used to guide future activities of the Enter Jovem as data will serve to compare with the results achieved by program participants. ILO and AIR are currently drafting a scope of work. Activities should begin during the next quarter.

3.9 Communications

Website and Enter Jovem Newsletter

A total of 1,654 people visited the website in the last three months. The graph below shows the number of visit per month for the last six months. There has been an increase in unique visits to the Enter Jovem website, attributed to the fact that the website has become attractive for program youth who frequently look to see if pictures have been posted and check on other current activities.

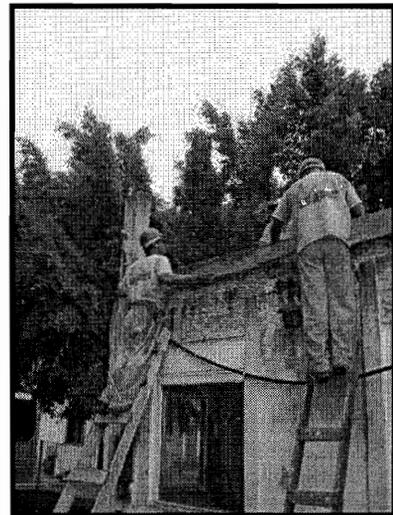


The newsletter has been sent monthly and sent electronically to nearly 1,000 program youth, as well as coordinators, educators, and other partner organizations and businesses.

Success Story

Enter Jovem was able to leverage \$1.3 million in additional contributions from local sources over a four-year period (2003-2007). The program has also created a network of more than 33 civil society organizations working to promote youth development and empowerment in Brazil. Of the amount leveraged, \$950,000 came through sub-grantees working with the program, both in cash and through in-kind contributions to equip information communications technology (ICT) training centers with appropriate desktops, servers, and software. An additional \$350,000 was raised from the private sector and local governments to finance vocational training courses, job postings in daily newspapers, and program evaluations by youth committees in each of the states using videoconference facilities. The leveraged funds were not only vital to improving the quality of program outputs but also helped strengthen the institutional capability of Enter Jovem's network of community-based organizations.

Additional funds were leveraged through a bilateral agreement with the Japanese Embassy to help community-based partners sustain and expand their education and health services. After providing technical assistance to *Grupo Cultural Bagunção* and *Associação Santa Luzia* to prepare funding proposals, the Japanese Embassy granted Bagunção nearly \$90,000 to refurbish their building, which otherwise would have been condemned by the authorities (the electrical installation was dangerously exposed and the building frequently flooded during the rainy season, damaging computers). The grant also enabled *Associação Cultural Bagunção* to continue to offer ICT and life-skills training to youth through the Enter Jovem program in the Alagado community, one of the poorest in Bahia, and to increase the number of beneficiaries as more rooms are under construction. *Associação Santa Luzia* and *CESEP* are being considered as finalists for this 2007 grant cycle.



4. Monitoring and Evaluation

Project evaluation specialist Ramon Balestino was in Brazil from 16 April through 4 May 2007. Mr. Balestino was able to collect and analyze data, conduct fieldwork and focus groups and interview youths, partners, CBOs, implementing agencies, the private sector and donors. Mr. Balestino was accompanied by two university volunteers, who assisted him in the fieldwork. The final report will be presented by Mr. Balestino at the end of July to Enter Jovem's Chief of Party.

The following table provides updated information on the three indicators being tracked.

<p>Indicator # 1 – Increased Marketable Skills Training for At-Risk Youth</p>	<p>During year 4 of the program, the following pos tests have been answered by newly enrolled youth from different EICs:</p> <p>Salvador: 61 Basic Module pos-test questionnaires; 18 network; 12 web design; 21 complementary; and 18 behavioral.</p> <p>Recife: 48 Basic pos-tests.</p> <p>In Recife, 34 web design, 46 complementary and behavioral pre-tests were collected in April upon class start-up.</p> <p>Pos-tests were be applied at the end of each course and analysis presented in the following quarterly reported.</p> <p>The following report will present the analysis of pre and post-tests in Recife and Salvador.</p>
<p>Indicator # 2 – Increased percentage of youth inserted into the job market</p>	<p>Youth who have not yet completed the Basic Module training are not considered for the calculation of this indicator since they are encouraged to search for jobs only after the completion of this module and not during the training. Additionally, a 3-month lag is given after completion of the Basic Module for youth to find jobs before adding them to the denominator for this indicator.</p> <p>Accumulated Job Placement = 899 youth Completed Basic Module up to March 2007 = 3,054</p> <p>The percentage of youth who has been inserted into the market is 29% = $(899 \times 100) / 3054$.</p> <p>1) It is also important to note, that if a person has been hired, has the contract terminated and was hired again for another job, this person has NOT been counted more than one time. 2) Not enough time has passed for recently trained youth to be inserted into the market.</p>
<p>Indicator # 3 – Percentage of youth inserted into the job market, retained in the job after 3-month period.</p>	<p>Based on the information presented in this report the percentage of youth who retains the job after a 3-month period has increased to 84% $(=697 / (899-71))$.</p> <p>Please note that those who have been placed in this period have been subtracted from the total number of insertions since not enough time has passed to consider persistence for more than a 3-month period.</p>

The tables that follow show Insertion Data for indicators disaggregated by insertion type, sex and state (Indicator # 2 and #3).

By Type

In Units

	Type of Insertion	This Period	Job Placement Accumulated	Insertion This Period	Job Insertion Accumulated	Rate of Permanence
		A	B	C	D	D/(B-A)
Insertion	Apprenticeship	2	126	4	90	73%
	Paid internship	13	263	3	140	56%
	Formal	9	459	8	413	92%
	Self-employment	1	49	2	24	50%
	Entrepreneurship	0	2	0	1	0%
TOTAL		25	899	17	668	76%

By Sex

In Units

	Type of Insertion	This Period		Job Placement Accumulated		Insertion This Period		Job Insertion Accumulated		Rate of Permanence	
		A		B		C		D		D/(B-A)	
		F	M	F	M	F	M	F	M	F	M
Insertion	Apprenticeship	1	1	56	70	1	3	40	50	73%	71%
	Paid internship	7	6	133	130	2	1	70	70	56%	54%
	Formal employment	6	3	222	235	5	3	200	213	93%	91%
	Self-employment	0	1	18	33	2	0	6	18	33%	55%
	Entrepreneurship	0	0	1	1	0	0	0	1	0%	0%
TOTAL		14	11	430	469	10	7	316	352	76%	77%

By State

In Units

	Type of Insertion	Job Placement			Job Placement Accumulated			Insertion This Period			Job Insertion Accumulated			Rate of Permanence		
		A			B			C			D			D/(B-A)		
		BA	PE	CE	BA	PE	CE	BA	PE	CE	BA	PE	CE	BA	PE	CE
Insertion	Apprenticeship	2	0	0	114	11	1	4	0	0	78	11	1	70%	100%	100%
	Paid internship	11	2	0	190	52	21	2	1	0	76	43	21	42%	86%	100%
	Formal employment	5	4	0	118	113	228	4	4	0	97	88	228	86%	81%	100%
	Self-employment	0	1	0	28	21	0	0	2	0	10	14	0	36%	0%	0%
	Entrepreneurship	0	0	0	1	1	0	0	0	0	1	0	0	100%	0%	0%
TOTAL		18	7	0	451	198	250	10	7	0	262	156	250	61%	82%	100%