



for every child

## Skills Development



UNICEF works closely with Governments and partners to deliver quality skills development programs and strengthen national systems to expand their reach. We support skills interventions that enhance lifelong learning, employability, entrepreneurship, personal empowerment, and active citizenship for children and adolescents in humanitarian and development contexts.

Because skills development takes place at different stages in life, UNICEF programming is anchored in a multiple-pathways approach that helps us reach children and adolescents where they are – especially those who are most excluded, like girls, those living in poverty, those with disabilities and those on the move.

Our skills development programming goes beyond the education sector to deliver services through other interventions in health; nutrition; and water, sanitation and hygiene.

## Skills needed for success in school, life and work

### FOUNDATIONAL SKILLS

Foundational skills, namely literacy and numeracy, are essential for further learning, productive employment and civic engagement.

## DIGITAL SKILLS

Digital skills and knowledge support the development of digitally literate children, enabling them to use and understand technology, search for and manage information, create and share content, collaborate, communicate, build knowledge, and solve problems safely, critically and ethically.

## TRANSFERABLE SKILLS

Also called “life skills,” “twenty-first-century skills,” “soft skills,” or “socio-emotional skills,” these allow young people to become agile learners and global citizens equipped to navigate personal, social, academic and economic challenges. Transferable skills also help crisis-affected young people cope with trauma and build resilience. They include problem-solving, negotiation, managing emotions, empathy and communication.

## JOB-SPECIFIC SKILLS

Also known as “technical” and “vocational” skills, these are associated with occupations – such as carpentry, accounting or engineering – and support the transition of older adolescents into the workforce.

## CREATIVE SKILLS

Creative children, youth, and adults are needed to generate and implement innovations that can harness opportunities and tackle challenges in a world of both challenges and opportunities, that include new technologies, changing labor markets, migration, conflict, and environmental and political changes.

# Strategic Priorities for Partnership

## EDUCATION & TRAINING

- **Transform the formal school experience to build skills young people need for productive lives and the future of work**

All young people enrolled in formal schooling should gain foundational skills (literacy, numeracy, digital skills) and transferable skills up to the secondary level. The education system should be modernized, with clear linkages between education providers and the private sector, and with a focus on future skills that will be in demand.
- **Provide young people outside formal schooling with opportunities for training, skill development, and additional education**

Young people have an opportunity to learn and build skills, regardless of their enrollment in formal schooling. This includes students in alternative education, technical and vocational education, and apprenticeships. Young people outside of formal schooling have the opportunity to pursue accelerated learning programs that result in reintegration into formal schooling.
- **Challenges for Shared Value Partnership**
  1. **Access:** How to provide equitable access to quality learning for marginalized adolescent girls and boys?
  2. **Quality Education:** How to provide quality learning to empower the most marginalized and disadvantaged adolescent girls and boys within formal and nonformal settings respective to digital literacy and life skills?
  3. **Transition:** How to get marginalized adolescent girls and boys ready for workforce participation in digital and technology driven markets?

## EMPLOYMENT

- **Improve connections between young people and existing work opportunities**

Young people develop work-ready skills (e.g., CV development, interviewing and presentation skills, networking, building effective workplace habits, and managing job transitions and challenges), receive career guidance, and are able to access job matching services in order to connect to available opportunities. Education providers, youth services, employment support services, and employer recruitment systems coordinate effectively to achieve this goal.

- **Increase the number of quality work opportunities available to young people**

Initiatives and systemic interventions are in place to tackle demand-side issues and shape the labor market to increase opportunities for young people. Private sector partners commit to hiring more young people, expanding internship opportunities, and preferencing youth owned businesses in company supply chains. Country-level policies, tax incentives, and public-private partnerships are structured to increase youth employment.

## ENTREPRENEURSHIP

- **Foster entrepreneurship as a mindset and a livelihood**

Young people have the opportunity to pursue entrepreneurship and the support to be successful. Young entrepreneurs have access to credit (including micro-credit and innovative financing), business coaching, and skills training. Systemic interventions (e.g., access to health care) reduce the risk for promising entrepreneurs to start, expand, or scale-up their businesses.

## The Way Forward

**Partnerships at UNICEF are what make our biggest achievements possible.** UNICEF's programs are designed to advance the Sustainable Development Goals and improve the well-being of millions of children and families in countries around the world. Through the promotion of skills development for all, UNICEF is helping children to build the skills they will need to become productive problem solvers in their work and engaged members of their communities.

UNICEF looks forward to building public-private partnerships that could help create healthy environments for all children and ensure that every child is equipped with the resources they need to meet the challenges of the 21<sup>st</sup> Century. **With your support we can remove key barriers, close equity gaps and ensure that all children reach their full potential.**

