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MODEL ONE

EDUCATION TO WORK TRANSITION



WHAT IS THIS MODEL?

This model aims at helping young women make an informed decision about their future.

Why is this model important?

As highlighted in the 'Needs and Aspirations' study released by Ernst & Young during the inception phase of the Disha project, the crippling information gap is, without any doubt, one of the main reasons why young women are not seizing the opportunities within their reach in terms of job or skill development.

Most of them are first generation women learners in the family. They rely mostly on the guidance from their parents and family, which, added to the social norms and the perceived value of a girl, drastically limit their prospects and possibilities. They have no clue about their aptitudes, preferences and even less about the job or entrepreneurship opportunities.

It is to be noted that most girls in India pursue and even complete their secondary education. However, the education system does not prepare them to be part of the workforce. (according to the latest Skill India Report, less than half of India's young people are employable as per industry requirements).

Moreover, for many underprivileged families, the graduation of a young girl is seen more as a way to increase marriage prospects than to ensure her participation to the workforce.

As they do not receive any information about other possibilities (vocational

99%
of young girls in secondary education believe they will pursue higher studies (colleges).

Unfortunately, we know that the reality is quite different as more than **50%** of them will drop out from the formal education system.

education, apprenticeship, etc.) during their schooling years, they tend to shift towards the informal sector. Moreover, the informal sector offers them a little chance in future, in case they want to move out of it. Providing them a better and more targeted information during their schooling years should help them avoid the shift.

When Disha programme started a few years ago, Education to Work Transition was nowhere to appear in any government skilling schemes. At most, those schemes spoke about mobilization, but the needs and aspirations of young people were completely overlooked. It is worth noting that now, Education to Work Transition is embedded in several State and Central policies. The Central government is even launching a large-scale campaign to 'counsel' 10 million young people in the next few months. This new emphasis will help young people, and especially girls, receive the relevant information to make an informed decision about their future.

How will this model work?

As per Dalberg's recommendations and in order to create a sustainable mechanism, the Disha programme has decided to focus its attention to educational institutions. The education system should prepare young people for the future and help them to make the right decision by themselves.



Several steps are part of the Education to Work Transition model

- 1. Self-discovery:** Through proper assessment, we can help girls find out about their aptitudes and preferences
- 2. Counselling:** The counsellor will provide guidance to girl students, so they can choose the best career path based on their self-discovery and on the opportunities that lie in the job market
- 3. Soft and employability skills building:** To be ready and to be considered employable by the potential employer, girl students will have to improve their transferable skills
- 4. Linkages with private sector:** While they are still in school, students can interact with potential employers to have a better understanding of worklife. This could happen through guest lectures, immersion within a company, or through internship or apprenticeship opportunities.

What are the results we are expecting from this model?

As part of the Theory of Change of this model, the main expected outcome is:

- ✔ Young women can take an informed decision about their future

The main outputs leading to this outcome are the following:

- ✔ A well defined career path
- ✔ Increased employability skills
- ✔ Increased exposure to private sector

What are we testing to create the final blueprint of this model?

While the idea of Education to Work Transition should be integrated as early as possible, the Disha project has decided to focus on the **later part of the education system**, where there are clear and direct linkages with the job market. Collaborations with other organizations, like UNICEF and UNFPA, are sought to ensure a continuum is created from upper primary to secondary and tertiary education.

Our work will thus focus on the three specific segments of population, and for each segment, we will test different methodologies:

1. Girls in school: Focus on class 11th and 12th. The main objective will be to provide Education to Work Transition services insisting on a few aspects.

- Based on Disha learnings, psychometric assessments might not be very useful and could even lead to confusion
- Providing more concrete and relevant information on possible career paths, including higher education possibilities and scholarships, will help girls take an informed decision and convince their parents
- It should also help identify potential drop-outs from the formal education system after 12th and open new horizons

for them (vocational education, apprenticeship) which will prevent them from falling into the informal sector

- Life skills are a critical element at that stage

2. Girls in colleges

- Relevant assessment will help in defining more precisely the career path and the job roles they want to apply for
- Employability skills will give them more confidence and will increase their prospects
- Linkages with the private sector become critical. The more the interactions, the more prepared the girls will be. Mainstreaming the idea of internship will de facto increase the employability of these students

3. Girls in other networks (NSS - National Social Service)

- Volunteerism can help in building a set of transferable skills (leadership, teamwork, empathy, critical thinking, etc) that could be very attractive to potential employers
- The Disha project will demonstrate that a volunteer program like NSS helps young girls in colleges to develop those critical skills and will also help them translate those skills into competencies