

## Employability Skills Measurement Consultancy

### Background

Under Skills to Succeed (S2S), a global program supported by Accenture, Save the Children assists at-risk adolescents and youth, ages 15-24, to acquire the skills and competencies they need to get a job or build a business. We work alongside young people, local NGOs, governments, and the private sector in multiple countries (China, Bangladesh, Egypt, Indonesia, the Philippines, and Vietnam) to design and deliver market-relevant skills training, networks and opportunities. We provide vocational and technical, financial literacy, entrepreneurship, and employability skills training and mentoring. We also enhance the quality and reach of job placement services that link youth with opportunities to apply new skills and improve their prospects of securing safe and decent work.

### Objective

As part of S2S' continuous improvement agenda, we have identified the need to track employability skills acquisition among youth participants and to do so in a standardized and quantifiable manner that allows longitudinal and cross-country comparisons. Currently, we rely on a self-reported, knowledge-based pre and post assessment to measure improved employability skills among youth participants. Our aim is to improve our current pre/post assessment by honing in on measuring the top five skills that emerging evidence has linked to successful employment outcomes for young people<sup>1</sup> and to improve the test's reliability and external validity by introducing scales for each skill, developing test administration protocols, and/or developing a triangulation strategy with relevant administrative data.

The aim of this consultancy is to hire an employability skills measurement expert to revise our current pre/post assessment to measure employability skills acquisition among the S2S target group. The consultant is expected to lead this process based on the best practices and established evidence in the youth workforce development field, while remaining sensitive to cultural and operational constraints that may limit test administration protocols in S2S locations. The consultant will also be responsible for developing a strategy to roll out the tool in Philippines and Indonesia.

### Timeframe

The consultancy period will begin August 5 through September 4 for a total of 27.5 days of work.

### Compensation

Daily rate will be determined based on competitive standards for the INGO sector.

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<sup>1</sup> "Key "Soft" Skills that Foster Youth Workforce Success: Toward a Consensus Across Fields", Lippman, L. et al, Child Trends June 2015.

## Tasks

1. Review of S2S program documents, including current pre/post test (1.5 days)
2. Meetings with S2S staff to understand cultural and operational constraints that limit test administration protocols (2 days)
3. Refinement of pre/post assessment tool, including scoring guidelines and alignment of items to each of the top 5 skills (12 days)
4. Proposed rollout strategy for Philippines (12 days)

## Deliverables

The consultant will be responsible for the following deliverables:

1. **Revised pre/post assessment tool:** written test to measure employability skills acquisition among S2S youth. The test will not exceed 20 minutes to complete, on average, by any given S2S student.
2. **Summary report (or presentation) detailing scoring guidelines and how each item in the test is aligned to the top 5 skills.**
3. **Guidelines for test administrators.**
4. **Proposed rollout strategy document:** includes guidelines on how to rollout the tool in Philippines. The guidelines will be informed by best practices in the youth workforce development field and the operational and cultural constraints faced by test administrators. A tentative outline for the strategy document is included below:
  - a. Translation guidelines
  - b. Piloting in testing sites – how to select sites, sample size considerations, how to select and prepare test administrators
  - c. Pilot findings and mid-course adaptations – what items of the test are flexible and which ones are key for test integrity and reliability of test scores
  - d. Ensuring internal consistency – how to ensure consistency through triangulation, statistical checks between correlated questions, etc.