



Save the Children

Skills To Succeed (S2S)

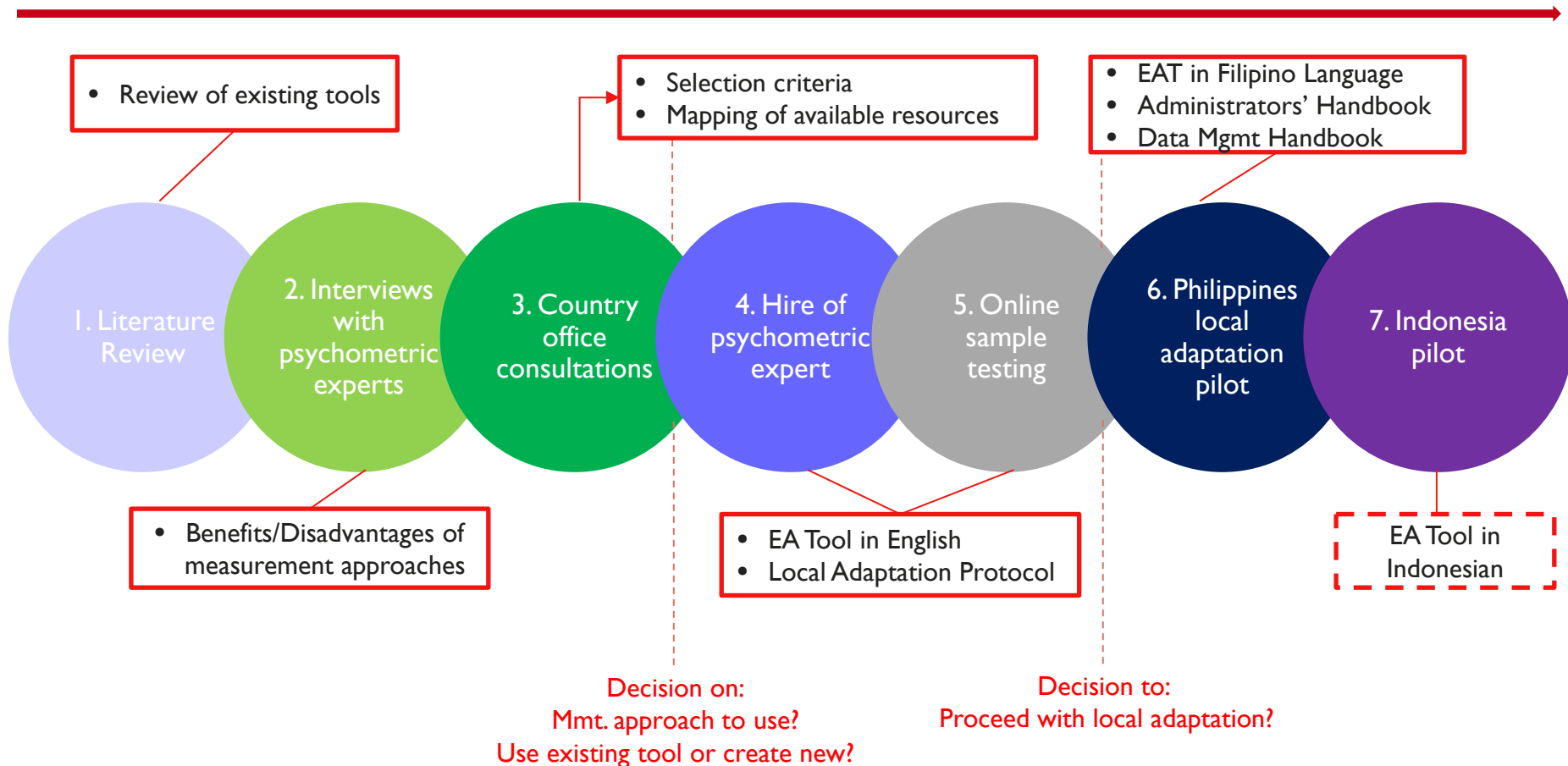


EA Tool Development process

Systematic process, aimed at finding best-fit assessment tool

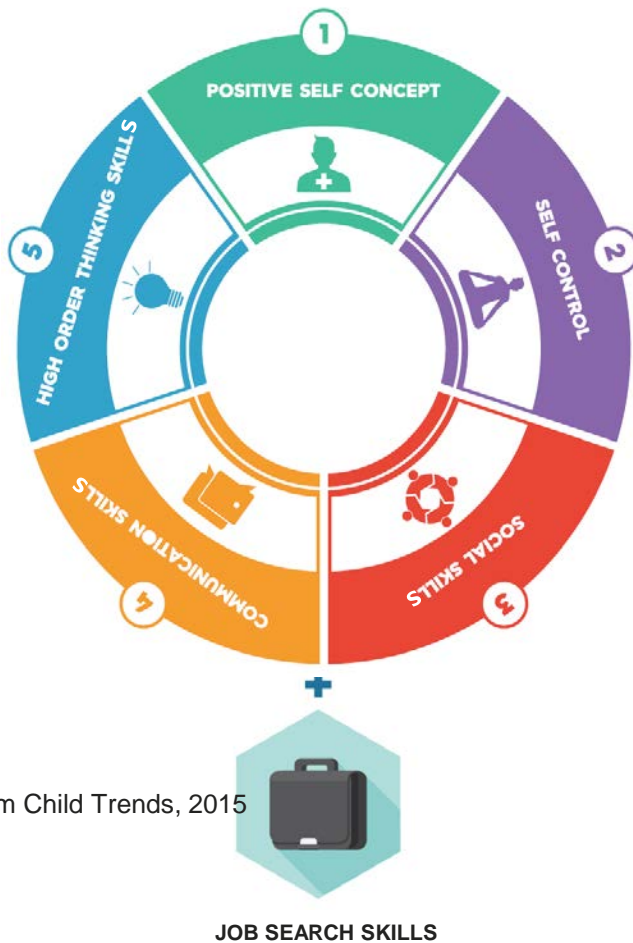
June 2015

September 2016



What does the EA Tool measure?

Six domains of employability skills

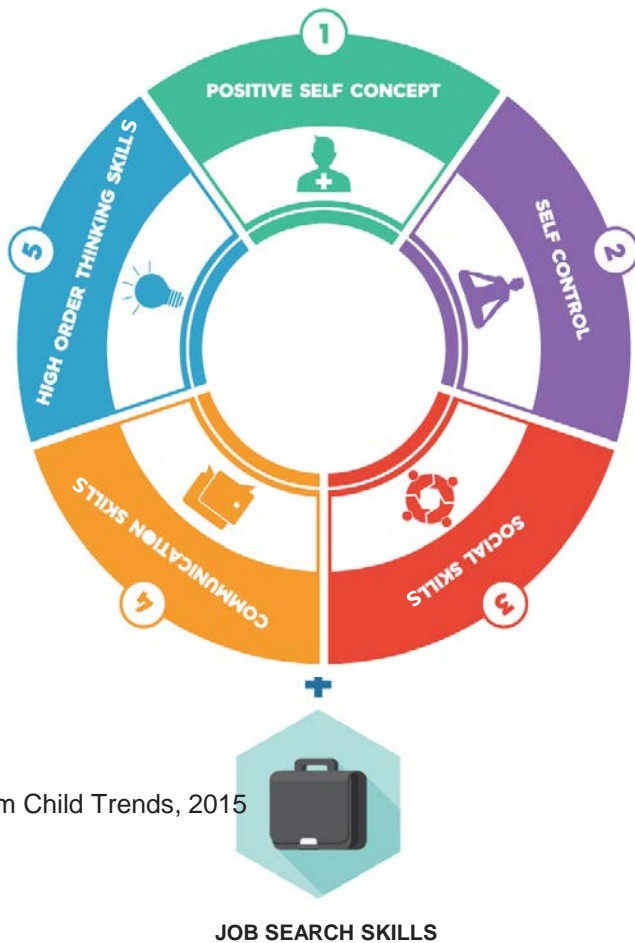


Adapted from Child Trends, 2015

	<ul style="list-style-type: none"> - Self-reflection & awareness - Self-confidence & esteem
	<ul style="list-style-type: none"> - Time & stress management - Delayed gratification - Manage emotions
	<ul style="list-style-type: none"> - Conflict resolution - Respect & empathy - Teamwork
	<ul style="list-style-type: none"> - Verbal & non-verbal - Active listening - Being assertive
	<ul style="list-style-type: none"> - Goal setting - Problem-solving - Decision-making
	<ul style="list-style-type: none"> - Interviewing - Resume writing - Networking & market analysis

What does the EA Tool measure?

Some item examples



Adapted from Child Trends, 2015

	I feel valued and appreciated by others.
	I go to work or school even when I feel like staying at home.
	I accept people who are different than me.
	I know how to articulate my own ideas clearly.
	I learn from my past successes and mistakes to make future decisions.
	I know how to prepare a resume.

What makes up the Employability Assessment (EA) Tool?



Assessment form: 24 items, with 6 scales, and 4 items per scale. Takes between 12-15 minutes to complete. Pre/post self-assessment.

Local Adaptation Protocol: steps to ensure the tool is adapted to the local language and context, comprehensible to young people, and gender sensitive. For Project Management staff.

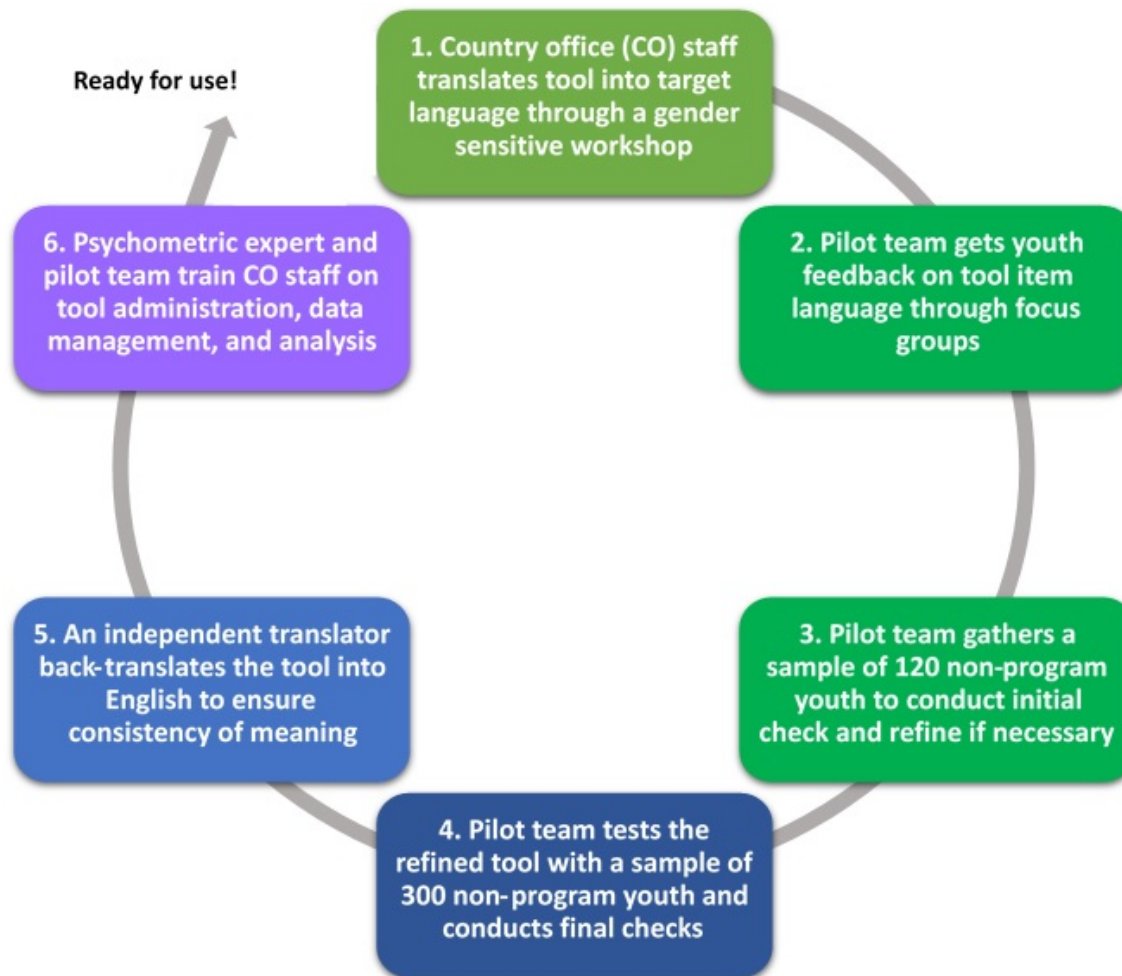
Administrator's Handbook: guidelines on how to administer the tool and interpret scores. For trainers.

Training of Trainers Guide: for Master Trainers.

Data Management Handbook: guidelines on how to collect and analyze scores to assess employability skills acquisition. For MEAL staff.

Systematic process of local adaptation

Ensures cross cultural relevance, gender sensitive



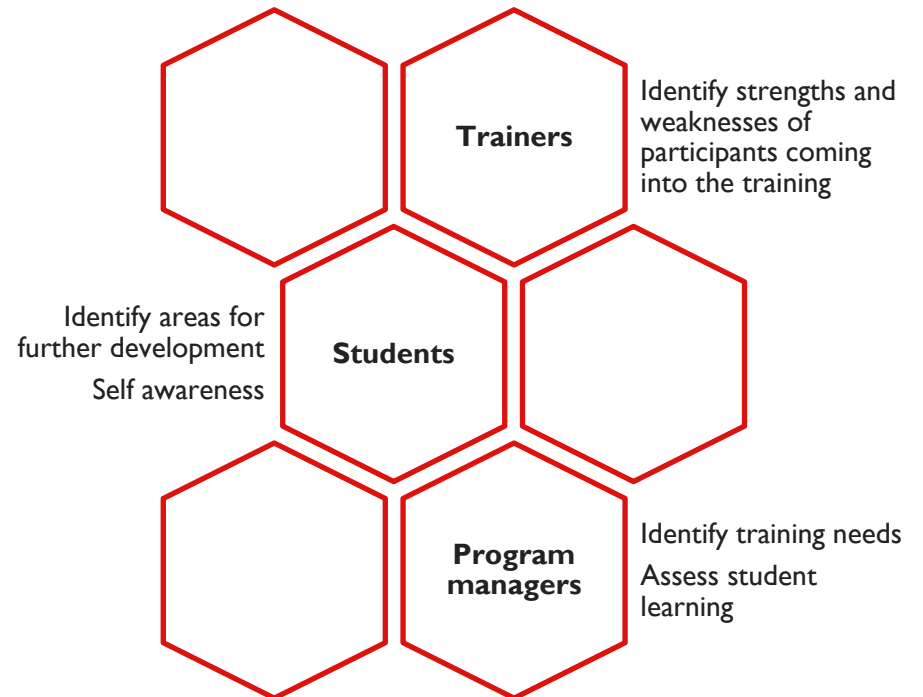
Who is the EA Tool for?

A resource for Students, Trainers, and Program Managers

Tool for **continuous program improvement**

Aim is to use EA Tool scores serve as a **feedback loop** to identify training needs and assess student learning

For students, identify areas of **strengths** and further development



EA Tool at a glance

Easy to administer

- 12 to 15 minutes to complete

Scores correlate with positive youth behaviors

- Health awareness
 - Rejection of violent behaviors
 - Community engagement
 - Saving money
 - Social networks
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- **Measures change in employability skills**
 - Good to very good overall reliability



THANK YOU



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