

Global Youth Economic Opportunities Summit

Socio-Emotional Skills: A Critical Subset of "Soft Skills" and how to Develop Them via In-School and Out-of-School Settings"

Harambee Youth Employment Accelerator: A Model for Behavioural Change & Work Readiness

October 2015

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DEMAND DRIVEN - WHAT EMPLOYERS REALLY NEED

- DISCIPLINE & POSITIVE ATTITUDE
- GROWN UPS – ABILITY TO SELF REGULATE
- LOGICAL THINKING & BASIC PROBLEM SOLVING
- COMMUNICATION [LISTEN, EXPLAIN, PERSUADE, APOLOGISE, SERVE, ETC]
- SOCIAL INTELLIGENCE [GETS ON WELL WITH CUSTOMERS & PEERS]
- PERFORMANCE / DRIVE

THIS IS NOT THE USUAL MENU OF TRAINING

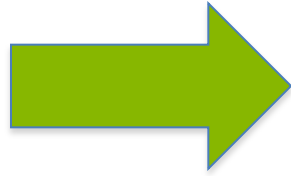


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WORK FOR WORK



REQUIRES A RE-THINK OF TRAINING

FROM A
TRADITIONAL
MENU OF SKILLS



TO AN ADAPATIVE WAY TO
RESPOND TO THE WORKPLACE

FLEXIBILITY & INNOVATION



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NOT EVERYTHING CAN BE TAUGHT

BEHAVIOUR CHANGE IS NOT TRAINING

- WEAK CORRELATION BETWEEN KNOWLEDGE & BEHAVIOUR
- METHODS BASED ON BEHAVIOURAL ECONOMICS DELIVER RESULTS
- YOUNG PEOPLE VERY CAPABLE OF BEHAVIOUR CHANGE

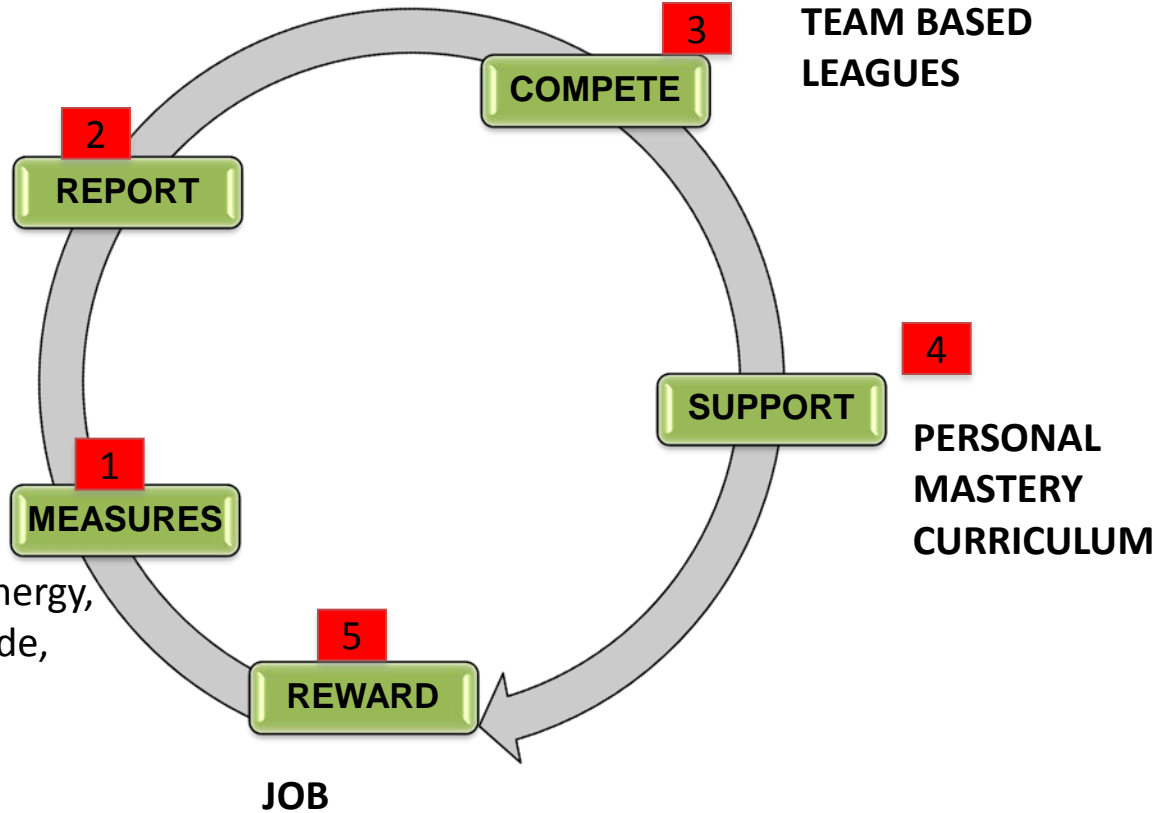


HARAMBEE'S BEHAVIOUR CHANGE MODEL

**PUBLICLY
DISPLAYED**

SCORECARD

- Discipline (attendance, punctuality)
- Behaviours (energy, positive attitude, curiosity)
- Skills tests



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WORK FOR WORK

CURRICULUM BUILDING BLOCS

INPUTS

BEHAVIOUR

PERSONAL TRANSFORMATION, SELF AWARENESS, GROWTH

CUSTOMER

RESEARCH & PROJECTS

WORKPLACE

IMMERSION, COMPUTER AND MULTI-TASKING SKILLS

VOICE

CLARITY

CONVERSATION

CONVERSATION SKILLS, BUSINESS COMMUNICATIONS

PROCESSING

APPLIED PROBLEM SOLVING (COGLAB)



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WORK FOR WORK

2015
 18,000 placed
 180+ employers
 Retention targets
 met



<https://www.youtube.com/watch?v=lgRiyoA3INI>