

PASSPORT TO **SUCCESS**®

Preparing Young People for the World of Work



“The **talent gap** is one of the **most important issues** facing businesses, governments, and communities today, and is a direct contribution to the **high youth unemployment rate.**”

CHRISTOPHER J. NASSETTA
President & CEO, Hilton

PASSPORT TO SUCCESS® GETS YOUNG PEOPLE JOB READY

Leaders in education, business, and government agree that “soft skills” training is one of the missing links contributing to today’s talent gap. However, such programming is often scattered, insufficient, or non-existent, leaving too many young people unprepared to get—and keep—a job.

In 2004, the International Youth Foundation (IYF) partnered with the GE Foundation to develop Passport to Success® (PTS)—a unique skills training program that is helping educational institutions, businesses, and governments bridge the skills gap between current employment opportunities and today’s young job seekers.

“Why **invest in life skills**? It came out of our research. IYF presented **data** for India that showed life skills are an **important ingredient to successful employment**. So IYF helped build and develop a curriculum to assist youth to **get jobs** and keep them and also **succeed beyond the workplace.**”

ROGER NOZAKI
Associate Dean,
Brown University, and
former Executive Director,
GE Foundation

DEMAND^{1, 2, 3}

By 2020

85 MILLION

jobs will go unfilled
due to lack of skilled workers

54%

of employers say the skills gap
impairs their ability to serve clients
to a high or medium degree

77%

of US employers believe that soft skills
are just as important as hard skills

64%

of CEOs report creating a
skilled workforce is a priority for
their organization over the next 3 years

SUPPLY⁴

1.2 BILLION

young people
ages 15–24

40%

of the world’s unemployed
are youth

Every year

120 MILLION

young people enter the workforce,
yet 80% of them can’t find work

621 MILLION

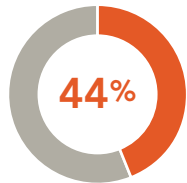
young people are not in school,
jobs, or training

¹ManpowerGroup 2013 Talent Shortage Survey; ²CareerBuilder US Employer Survey, April 2014;

³PwC 17th Annual Global CEO Survey; ⁴World Bank 2013 World Development Report on Jobs.

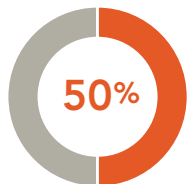
1. YOUTH STAY IN SCHOOL

In Morocco



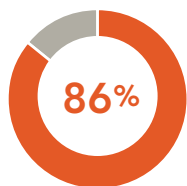
decline in students dropping out after implementing PTS⁵

In Mexico



reduction in dropout rates in schools using PTS⁶

In Poland



youth with a more optimistic outlook for their future, after completing PTS⁷

"With over a decade of experience, I have **never learned as much** in terms of teaching pedagogy and techniques than I have during this training. **PTS is helping a lot in my class.** I have no difficulty managing my class, dividing my students into different working groups, and **boosting their participation** which facilitates my work enormously."

NDIAGA NDIAYE
Teacher, Kolda, Senegal

⁵Compared to national average of 19%;

⁶When measured against comparison groups not in the life skills program;

⁷Including their future job prospects.

SUCCESS IN SCHOOL AND ON THE JOB

PTS equips young people ages 15 to 29 with the skills that help keep them in school and are in high demand by employers. At the core of the program is a 90-module curriculum developed and refined by IYF over the past 14 years. Today, PTS has been adapted and delivered in over 50 countries.

Through the course, PTS trainees gain skills in 10 key areas that experts agree are critical to effective life skills programming:

- Self-confidence
- Conflict management
- Anger management
- Career planning
- Responsibility
- Job preparation
- Respect
- Workplace readiness
- Cooperation and teamwork
- Project planning

"We enrolled students in the life skills club who were at the point of being expelled from school. They became much more **disciplined** and often took the **initiative in managing conflicts**. Their **academic performance has also improved**. The club has saved these students from the streets and its dangers."

MIDDLE SCHOOL TEACHER
Fez, Morocco





"The exposure that PTS graduates had to **real world job skills** made them distinctly **different** than other new staff members coming in. It was **incredibly valuable for my department** to have a student from this program."

LUCILIA SIMON

Medical Secretary, St. Jude's Hospital, Saint Lucia

A FLEXIBLE APPROACH

PTS training has been adapted to build young people's skills in a variety of formats and settings, including public and private secondary schools, vocational technical institutes, colleges, businesses, and youth-serving nonprofit organizations.

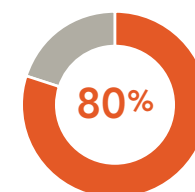
- **On the job:** IYF works with businesses to include life skills as part of their new employee orientation and on-boarding. Lessons are selected to meet specific employer needs. This model encourages retention of entry-level employees as they adjust to their new workplace.
- **Post-secondary education:** IYF works with universities, technical schools and vocational training providers to tailor a life skills training schedule for their students. Trainees receive two to three lessons each week, spread over a semester, giving them the chance to practice their skills as a complement to their regular classes.
- **Secondary schools:** IYF works with middle schools and high schools to provide a selection of life skills lessons after school or staggered over the academic year.
- **Stand-alone:** IYF works with community-based organizations to offer a minimum of 30 life skills lessons over a six- to eight-week period. This most intensive application complements basic education, technical or entrepreneurship trainings.

"It was very helpful to have both the **personal and job-related skills**, so now I feel more **confident**. I learned how to talk with people on the phone, how to work with people, how to dress for work, all this **helps me in the work environment**."

CELIA HERNANDEZ VEGA, 21
Hired at Global Soft, a computer services company, as a result of her IYF training in Tehuacan, Mexico.

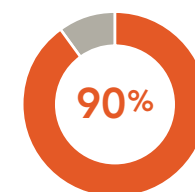
2. SATISFIED EMPLOYERS

In the Middle East & North Africa Region



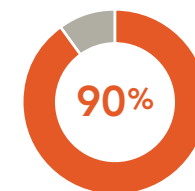
of employers surveyed report that PTS graduates meet their company's needs

In the Caribbean



of employers hiring PTS graduates said they would do so again

In the Middle East & North Africa Region



of employers surveyed say they would hire more graduates in the future

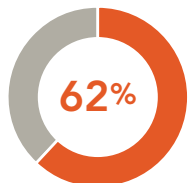
3. QUALIFIED WORKERS



Globally, PTS participants report significant gains in communication, cooperation, and employment skills.



Globally, young men report acquiring new workplace skills including anger management, interview skills, and respect for others.



of graduates in India were working 6-9 months after completing PTS⁸

"We wanted to build **positive life skills programs** for and with young people, but when we began, we didn't know what our best approach might be. The International Youth Foundation ranked **high on our list of prospective global partners**. Their core values fit with ours."

MARTIN SANDELIN
Former Vice President,
Corporate Responsibility
and Community Involvement,
Nokia, Finland

QUALITY ASSURANCE: TRAINING THE TRAINERS

PTS places a premium on high-quality instruction, and all PTS trainers must satisfy rigorous certification requirements. Prospective trainers are equipped to deliver innovative, interactive activities that capture young people's imaginations and allow them to practice, question, and understand expectations.

Before certification, trainers receive 32 hours of in-depth life skills training, including hands-on instruction on the implementation of experiential teaching methodologies. To ensure mastery of the material and training techniques, trainers receive ongoing support through an IYF-certified coach over a two- to three-month period as they deliver the lessons in the classroom.

To date, IYF has developed a pool of more than 5,500 trainers and over 200 master trainers to deliver PTS in all regions of the world.

⁸Compared to 17% in a comparison group

“If it weren’t
for programs
like Passport to
Success®, youth
wouldn’t have
the **confidence
to stand up
and speak.**
It’s astonishing how
much effort these
youth are putting
into **changing
their lives.**”

MAYS ARAB
Business Development Manager,
Luminus Group, Jordan






"Hilton is **leading efforts** to train young men and women for careers in the service and hospitality sector. **PTS expands employment opportunities** for youth and **contributes to the growth** of our localization efforts, our business, and the industry."

AYMAN MADKOUR, Country Learning and Development Manager,
Kingdom of Saudi Arabia, Hilton

SUPPORTERS OF IYF LIFE SKILLS TRAINING

Alcatel•Lucent 



CATERPILLAR®



HARRY WINSTON
HOPE FOUNDATION™



NOKIA



Oilatech™



WRIGLEY

Targets youth
15–29
years old

Consists of
90+
modules

Translated into
20+
languages*

Implemented in
50+
countries

Delivered by more than
5,500
trainers

Supported by over
200
master trainers

More than
200,000
young people trained so far

**Some lessons are not yet
available in certain languages*



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About the International Youth Foundation

The International Youth Foundation (IYF) is a global nonprofit organization dedicated to empowering today's young men and women to be productive, engaged citizens. Foundational to that mission is Passport to Success® (PTS), a world-class life skills curriculum originally developed with generous support from the GE Foundation. Now adapted and implemented in every corner of the globe, PTS is a catalyst for change, helping young people achieve success in school, work, and life.

To learn more about Passport to Success®:

PTS@iyfnet.org