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

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

SUPPLY

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

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

“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

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Morocco</td>
<td>44%</td>
<td>Students dropping out after implementing PTS6</td>
</tr>
<tr>
<td>Mexico</td>
<td>50%</td>
<td>Reduction in dropout rates in schools using PTS5</td>
</tr>
<tr>
<td>Poland</td>
<td>86%</td>
<td>Youth with a more optimistic outlook for their future after completing PTS7</td>
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5 Compared to national average of 19% |
6 When measured against comparison groups not in the life skills program |
7 Including their future job prospects |

1. YOUTH STAY IN SCHOOL

In Mexico

In Poland

In Morocco
“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.

### A TRIPLE WIN PROPOSITION

**2. SATISFIED EMPLOYERS**

- **In the Middle East & North Africa Region**
  - 80% of employers surveyed report that PTS graduates meet their company’s needs

- **In the Caribbean**
  - 90% of employers hiring PTS graduates said they would do so again

- **In the Middle East & North Africa Region**
  - 90% of employers surveyed say they would hire more graduates in the future
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.

"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

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
PTS BY THE NUMBERS

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

SUPPORTERS OF IYF LIFE SKILLS TRAINING

Alcatel-Lucent

Bariworld Equipment

Caterpillar

Cummins

GE Foundation

HARRY WINSTON

Hilton

Luminus Education

Mastercard Foundation

Microsoft

Nokia

PepsiCo Foundation

Sabic

Silatech

USAID

Walmart

IMEPI

World Bank Group

Wrigley
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