TALENTICS EX-POST EVALUATION RESULTS

PROJECT SUMMARY

With support from FedEx, the International Youth Foundation (IYF) launched the TalenTICs initiative in 2017 to prepare young people in Mexico City with in-demand skills to help them start careers in logistics or information technology. During this pilot phase, IYF collaborated with FedEx and other logistics industry leaders to develop and validate a rigorous curriculum that included 240 hours of technical skills training and 30 hours of socioemotional skills training. Over a 4-month period during the spring of 2018, the 302 young people enrolled in the boot camp course learned about logistics and supply chain management and, through IYF's proven Passport to Success® (PTS) curriculum, acquired critical life skills such as time management and responsibility.
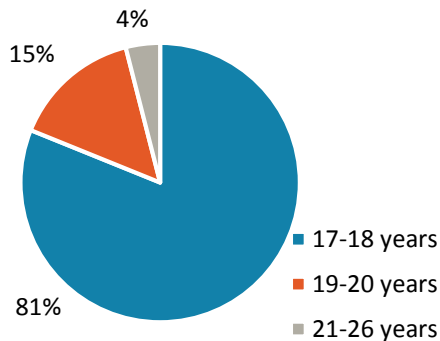
TalenTICs Model

Upgraded life skills curricula & teachers equipped to develop youth's life skills

Market-aligned curricula & teachers equipped to develop in-demand technical skills for the logistics industry

Teachers equipped to develop youth's job-seeking skills and link to employment search portal

30 hours — Life skills

240 hours — Market-relevant technical skills

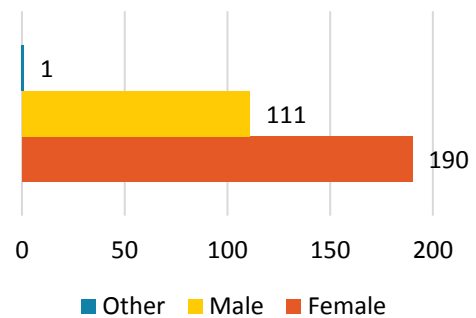8 hours — Job-seeking skills and links to job market

YOUTH BENEFICIARY PROFILE

A total of 302 young people enrolled in the 13-week training boot camp that was offered at six CONALEP campuses in Mexico City in the spring of 2018. 239 participants met project requirements for graduation, which included completing the course with a final grade of 70% or above and a minimum 70% attendance rate.

Age of Beneficiaries at Enrollment

- 81% 17-18 years
- 15% 19-20 years
- 4% 21-26 years

Gender of Beneficiaries at Enrollment

- Other: 1
- Male: 111
- Female: 190

METHODOLOGY

To measure youth outcomes around work and education, IYF contracted a research and marketing firm to survey a representative sample of June 2018 TalenTICs graduates. Between January and March 2019, 150 graduates and 15 of their employers were interviewed.

The employment and unemployment rates, discussed in further detail below, were calculated as follows:

$$\text{Employment rate} = \frac{a}{(b-c)}$$

where **a** is total young people working w/ pay;
b is total young people surveyed;
c is total young not looking for work

$$\text{Unemployment rate} = \frac{d+e}{(b-c)}$$

where **b** is total young people surveyed;
c is total young not looking for work;
d is total young people looking for work;
and **e** is total young people working w/o pay

The rate of employment with benefits was calculated in the following manner:

$$\text{Employment with benefits rate} = \frac{f}{a}$$

where **a** is total young people working w/ pay;
and **f** is total young people working w/ pay & receiving at least 1 employment benefit for their work

RESULTS

The ex-post study indicated that 75% of the graduates surveyed were working and/or studying when interviewed, with 55% working for pay, 4% working without pay, and 15% studying only.

	Male	Female	Total
Working w/ pay	66%	50%	55%
Working w/o pay	4%	4%	4%
Studying only	8%	19%	15%
Total working and/or studying	*78%*	*73%*	*75%*
Neither working nor studying	22%	27%	25%

Of those who were economically inactive (not working or looking for work), 65% reported that they were enrolled in education or training at ex-post.

The study also revealed a notable increase in the beneficiaries' employment rate, which went from 15% at the time of exit to 65% at ex-post. In addition, the unemployment rate dropped considerably, from 84% at exit to 35% at ex-post.

	Exit			Ex-post		
	June 2018			January-February 2019		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**
Employment rate	19%	13%	15%	77%	60%	65%
Unemployment rate	79%	86%	84%	23%	40%	35%

The ex-post study also showed improvements in overall employment quality, as evidenced by a notably higher average monthly salary, as well as an increased rate of paid employment with benefits.

	Exit			Ex-post		
	June 2018			January-February 2019		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**
Paid employment with ≥ 1 benefits	13%	5%	8%	31%	52%	44%
Average monthly salary (MXN)	$2,713	$2,550	$2,643	$5,214	$5,134	$5,166
Average monthly salary (USD)	$141.16	$132.70	$137.53	$271.31	$267.17	$268.82

Note: The average monthly salaries were converted to USD using the average MXN/USD exchange rate for the first quarter of 2019 (0.052039).

At ex-post, the graduates' average monthly salary was MXN $5,166 (USD $268.82), which marks a noteworthy increase of 195% since exit and is equivalent to twice the national minimum wage.[1] Considering that more than 60% of CONALEP families earn less than MXN $4,000 per month[2], many graduates earning close to the average monthly salary of MXN $5,166 have more than doubled their families' monthly incomes.

Additionally, 44% of all paid workers were receiving at least one employment benefit. As shown in the table below, among those receiving at least one employment benefit, national health insurance and social security was the most common (92%), followed by paid vacation (69%).

	Ex-post		
	Male	**Female**	**Total**
Disability pay	27%	25%	26%
National health insurance & social security	100%	89%	92%
Other	36%	39%	38%
Paid vacation	91%	61%	69%
Private health insurance	0%	18%	13%
Retirement contributions	64%	36%	44%
Year-end bonus	73%	61%	64%

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[1] Comisión Nacional de los Salarios Mínimos. 2019. *Salarios mínimos vigentes a partir del 01 de enero de 2019.* Web. 20 May 2019. Retrieved from https://www.gob.mx/cms/uploads/attachment/file/426395/2019_Salarios_Minimos.pdf. As of January 1, 2019, the general minimum wage in Mexico is MXN $102.68 per day, which amounts to MXN $2,053.60 per month for those who work five days a week.

[2] CONALEP. "Perfil de ingreso de la población estudiantil generacional 2018-2021." *Cuestionario de contexto. Sistema de Administración Escolar.* 61.88% of CONALEP families earn between MXN $1,000 and MXN $4,000 per month.

At ex-post, the graduates reported working in the following sectors:

Sales / Retail	31%	Telecommunications	3%
Food & Beverage	13%	Automotive	2%
Logistics / Supply Chain / Transportation	9%	Construction	2%
Professional Services	9%	Government	2%
Beauty / Personal Hygiene	8%	Education	1%
Other	7%	Hospitality	1%
Finance / Financial Services	6%	Information Technology	1%
Manufacturing	3%	Telecommunications	3%

As seen above, 9% of graduates worked in the logistics/supply chain/transportation sector.

Finally, 100% of employers surveyed indicated that the graduates' general job performance was either excellent (93%) or satisfactory (7%). Additionally, all employers assessed their employees' life and interpersonal relationship skills as excellent or satisfactory.