



PASSPORT TO



Equipping Jordanian Youth with Essential Life Skills



"If it weren't for programs like *Passport to Success*®, youth wouldn't have the **confidence** to **stand up and speak**... they learn important life skills. It's astonishing how much effort these youth are putting into **changing their lives**."

—Mays Arab, Business Development Manager, Luminus Group

Almost one third of Jordanian youth are unemployed and in some areas of the country more than half drop out before completing school, giving up hope of a better life. With 60% of the nation's population under the age of 30, youth unemployment poses a critical social and economic challenge—now and in the future.

At the same time, employers in growth industries such as tourism, retail, and manufacturing seek qualified workers with relevant skills to meet growing demands. When asked about employing youth, they respond that young people often lack the technical and 'soft' skills they seek in new hires.

To bridge the gap between youth skills and employer needs, the International Youth Foundation (IYF) has introduced a program in Jordan's most vulnerable neighborhoods designed to equip youth with essential life skills. IYF's *Passport to Success*® program trains young people, ages 15 to 24, in a range of skills—e.g., effective communication, responsibility, goal-setting, and teamwork—that they need to succeed.

The 75-module *Passport to Success* curriculum has been successfully adapted in 25 countries—including 8 countries in the Middle East and North Africa—reaching 68,000 young people globally.

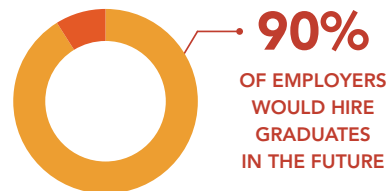
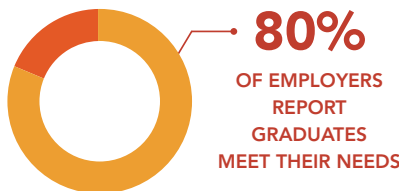
Evaluations of the program point to its positive impact on participating young people in four essential life skills categories: personal development, problem solving, healthy lifestyles, and workplace success. The program helps to reduce school dropout rates and boost employment, while increasing the self-confidence of youth at-risk—and their hopes for the future.

In Jordan alone, 80% of employees report that *Passport to Success* graduates meet their company's needs, with 90% saying they would hire more graduates in the future.

Focus on High Quality Content and Superior Training

Passport to Success is distinguished by its superior quality content and service delivery. The *Passport to Success* curriculum—developed and refined over the course of a decade—adheres to 'best practice' standards that experts agree are critical to effective life skills programming. Among these are a focus on a core group of ten widely-endorsed life skills (see box at right) and its ability to respond to the needs of youth, employers, youth-serving organizations, and other key stakeholders.

Special emphasis is placed on equipping youth with workplace readiness skills, including interviewing, respect for authority, and time management, along with tools for how to be a good employee. Participants receive assistance in developing a career plan to guide them as they chart a course to a productive future.



Passport to Success®

targets youth **15-24** years old

consists of **75** modules

translated into **17** languages

implemented in **25** countries

young people trained so far:

68,000

To ensure that youth are prepared to assume civic as well as professional roles, the program includes modules on service learning. Through carrying out a service-learning project, participants have the chance to practice the skills they learned while giving back to their communities.

Recognizing that even the best content will fail to achieve its desired impact without appropriate learning methodologies, IYF places a premium on high-quality training. 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 obtaining their *Passport to Success* certification, trainers receive 32 hours of in-depth life skills training, including hands-on instruction in how to implement experiential teaching methodologies, such as group work, role plays, and creative exercises. To ensure mastery of the material and training techniques, trainees receive ongoing support through a qualified mentor or coach. To date, IYF has trained over 200 trainers and 8 master trainers throughout Jordan.

A Flexible, Adaptable Approach

Passport to Success is being used to build young people's skills in a variety of settings, including public and private secondary schools, vocational technical institutes, teacher training colleges, and youth-serving nonprofit organizations.

The program can be delivered to youth through a variety of training models, including:

- **Stand-alone training:** Youth receive 50-60 life skills lessons over a period of 6 weeks, attending trainings 3 times a week. This model

Skills for Life

Below are 10 core skills developed through *Passport to Success*:

Self-confidence: Making informed choices, resisting peer pressure, and developing strong character.

Managing emotions: Dealing with one's feelings and expressing them.

Responsibility: Managing one's own life, being accountable to other people, and assuming responsibility for others.

Respect: Cultivating respect for oneself and others; cultural understanding.

Cooperation/Teamwork: Working in a group, and knowing when to compromise and when to take the lead.

Conflict management: Mediating conflicts among others and managing one's own aggression or anger.

Career planning: Assessing one's skills and interests, setting a career goal, and planning for a career.

Job preparation: Writing a résumé and cover letter and searching and interviewing for jobs.

Workplace readiness: Working with honesty and integrity and handling the requirements of the workplace.

Project planning: Establishing goals and identifying the tasks and persons responsible to achieve them.



"It's obvious the program has a **significant impact** on our youth. As an **employer**, I see the difference in behavior. The program is **motivating** me to replace my foreign workforce with **Y4F graduates**."

—Khaled Dawodi, Owner, Kababji Restaurant and Cafe Najjar, Amman

Building a Cadre of Trained Youth Workers: Shireen's Story

"Ironically, I studied planning for three years, but had no idea how to plan my own life," recalls 22-year-old Shireen, who graduated top of her class at Balqa University in northwest Jordan. With a major in regional planning and architecture, Shireen spent nearly a year trying to secure a position with the local municipality in her hometown of Southern Shouneh; yet her modest roots and lack of any real connections left her without a job and in a state of near depression.

That's when she learned about *Youth for the Future* through a local, community-based organization. Moved by its mission, Shireen began to volunteer with the program, and was encouraged to attend the *Passport to Success* life skills training. Following the training, she became a certified trainer and participated in a Training of Trainers workshop.

Recognizing that youth, especially young women, face many challenges, including parental pressures, Shireen feels change is possible. "The girls I train surprise me in their persistence and diplomacy," she says.

Shireen is one of over 200 youth workers trained to deliver *Passport to Success* in Jordan.

appeals particularly to community-based organizations, with youth supported in creating a career development plan with the goal of either starting a job, returning to school, or pursuing more in-depth community engagement activities.

- **Integration into formal schooling:**

Students take life skills classes after school, with the 50 lessons staggered over the course of the school year. This model can be used with youth in middle schools, preparatory schools, and even universities.

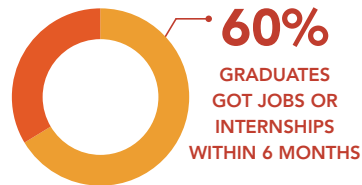
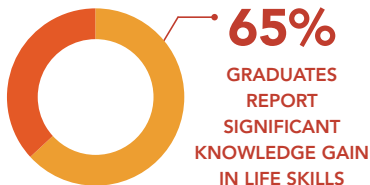
- **Integration into vocational training:**

IYF works with vocational training providers to develop a training schedule for youth who are enrolled in their institutes. Life skills training is staggered with 2-3 lessons

each week over a semester-long period, giving youth the chance to practice their life skills through their training classes.

- **Integration into on-the-job training:** IYF works with employers to include life skills as part of their overall training package. A subset of lessons is tailored to specific needs identified by employers. This model encourages entry-level employee retention and supports youth as they adjust to the demands of the workplace.

All these training models have been used in Jordan, as well as in other countries in the region. IYF partners with providers to find the best model that meets the needs of the labor market as well as the aspirations of young people.





Results in Jordan

To date, over 3,500 young people from Jordan's most underserved communities have benefitted from *Passport to Success*. Of those who have successfully completed the program and related IYF technical trainings, over 70% have made measurable progress in achieving their future goals. Close to 60% have secured a job or an internship, with others returning to the formal educational system or starting their own business.

Youth who have taken *Passport to Success* in Jordan report statistically significant gains in their life skills in such areas as communication, cooperation, and employment skills. In focus group discussions, young females note how the program increased their self-confidence, allowed them to engage in constructive dialogues with family members, and enabled them to participate more actively in their community. Young men, too, report that they now have the skills to cope with the challenges of the workplace, including managing one's anger, respecting others, and writing CVs and interviewing.

Going to Scale at the National Level

After adapting and refining *Passport to Success* at the local level in Jordan, the program is being scaled up nationally to reach thousands more youth through working with public and private sector partners to integrate the model into national-level educational and training systems.

One example is a partnership with Al Quds College, a leading private community college and member of the Luminus Group, to integrate *Passport to Success* into its core curriculum. Through a two-year licensing agreement, 20 staff are trained to deliver the curriculum, which is being used to equip all students with the foundational skills they need to be successful.

IYF is also collaborating with the Jordan Federation for Tourism Association (JFTA) and the Jordan Hospitality and Tourism Education Company (JHTEC) to implement a public/private sector initiative designed to provide unemployed youth, ages 18 to 30, with the life skills, technical training, and career guidance services they need to secure jobs. To date, more than 60 hospitality employers have hired program graduates.

Through these and other partnerships, IYF seeks to ensure that many more youth will develop the skills they need to succeed in the workplace and as active community members.

About the International Youth Foundation

The International Youth Foundation (IYF) invests in the extraordinary potential of young people. Founded in 1990, IYF builds and maintains a worldwide community of businesses, governments, and civil-society organizations committed to empowering youth to be healthy, productive, and engaged citizens. IYF programs are catalysts of change that help young people obtain a quality education, gain employability skills, make healthy choices, and improve their communities.

About Youth for the Future

Youth for the Future (Y4F) is a program of the International Youth Foundation carried out in partnership with the United States Agency for International Development and the Government of Jordan. The program is creating an enabling environment for disadvantaged youth, ages 15 to 25, through partnering with the public, private, and civil society sectors to improve services for youth who are out-of-school, unemployed, and lack opportunity.

To learn more about *Passport to Success*® contact:

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