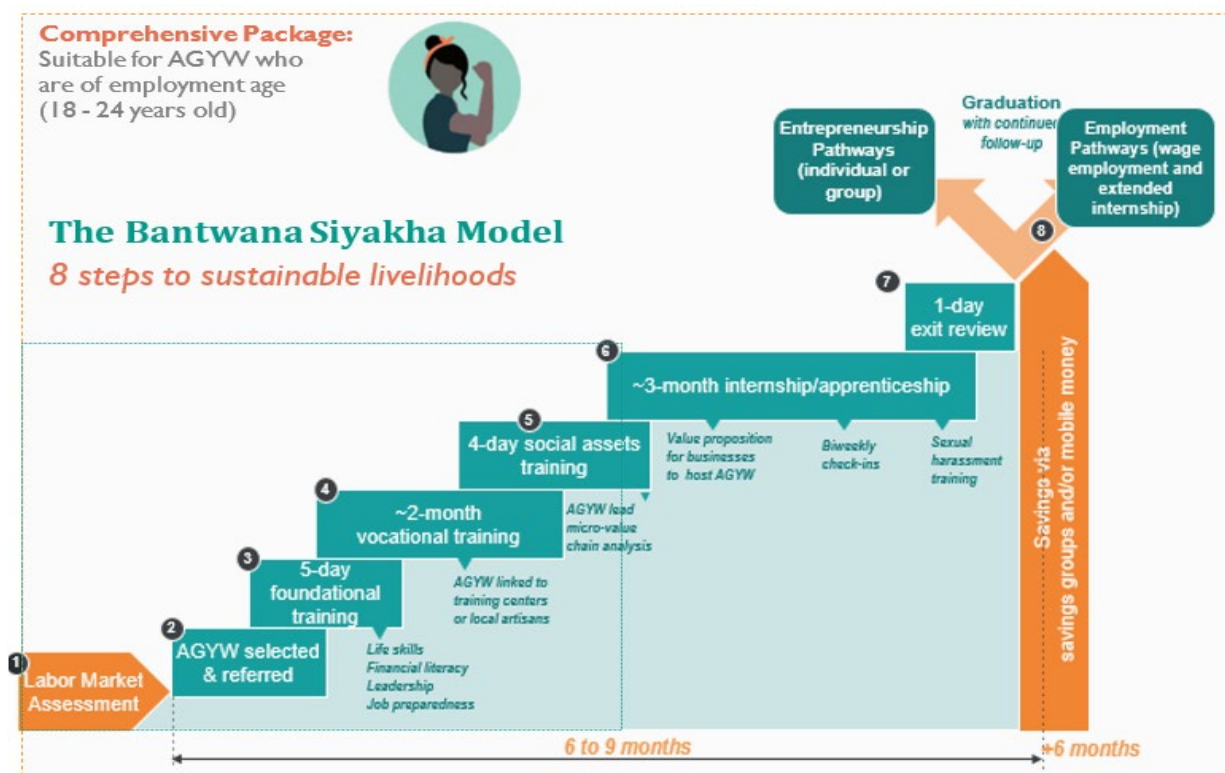


## Siyakha: Workforce Readiness for Young Women

The **Siyakha workforce readiness model** is based on over a decade of World Education's experience and learning from both urban and rural settings on what works for engaging and adolescent girls and young women (AGYW) in workforce readiness programs, labour bridging, and sustainable livelihoods. The design is premised on a theory of change that highlights how the right set of skills and supports, tailored for and built on the active engagement of adolescent girls and young women, their families or spouses, and their employers or business mentors, can yield results even in highly informal or limited economies. While most youth workforce development programs concentrate solely on technical and soft skills, Siyakha uniquely addresses the structural and social challenges that hinder the successful participation and completion of non-formal-education programs and transition of young women to employment or entrepreneurship.

### Steps to Sustainable Livelihoods

Siyakha is specifically designed for AGYW in the 18–24-year-old age range who are at a critical transition in their lives. As the diagram below indicates, girls below 18 participate in the “basic package” (up to Step 5), while those 18 and older complete the comprehensive package through Step 8.



## Critical elements and innovations with Siyakha

- Applies **local labour market assessment** to identify economic opportunities for AGWY and **engages the private sector**
- Participants identify a “guarantor” who is a parent, guardian, or spouse to sign a “**social contract**” committing to support the young woman to complete all the steps required for Siyakha graduation
- Provides gender-sensitive **economic strengthening training**
- Provides **Social Asset and Sexual Harassment** training to AGYW, vocational schools, and internship placement organizations
- Young women create their own **youth-led value propositions** after their internship for their future employment
- Links AGWY to **business networks, coaching, and mentoring**
- Provides **start-up support** for launching entrepreneurship ventures or new employment

## Lessons Learned & Results for continued Scale Up of Siyakha



- ✓ Contextualized life skills, business, and technical training tailored to local economic opportunities
- ✓ Participants equipped to actively explore sector value chains and identify viable economic entry points
- ✓ Start-up support and mentorship for both entrepreneurial and employment pathways
- ✓ Private sector collaboration promoting multisectoral participation of formal business associations, higher and tertiary education, and micro business associations
- ✓ 61% success rate for labour bridging into one of four livelihood pathways
- ✓ Male engagement yields positive results, that support entry of AGYW into male dominated sectors
- ✓ Intentional retention mechanisms (e.g. social contract, mentored internships, start-up support and extended mentoring post-graduation) supports full participation
- ✓ Ongoing orientation and vetting of training providers and employers to ensure safeguarding, quality, and accountability
- ✓ Placing AGYW in pairs for internships provides key peer support, protection and commitment

Siyakha is currently implemented by a range of USAID and CDC-funded national and international partners in Malawi, Mozambique, Namibia, South Africa, Zambia, and Zimbabwe.



*“With Siyakha, I have gained welding skills that enable me to earn a living.*

*Also, I have made friends through Siyakha, as we are running our business as a group. I cherish this experience.”*

- Joyce, 22