

TC Abstract

I. Basic Project Data

▪ Country/Region:	Argentina/CSC
▪ TC Name:	Training Program for Young Women and Persons with Disabilities to Promote Labor Inclusion
▪ TC Number:	AR-T1212
▪ Team Leader/Members:	Andrea Monje (SCL/GDI) team leader; Suzanne Duryea (SCL/SCL), alternate team leader; Mario Sánchez (SCL/SPH); Lina Uribe (SLC/GDI); Natalia Ruiz, Maria Soledad Gomez Caruso y Leticia Maricel Frungillo (CSC/CAR); Viviana Maya (LEG/SGO); and Claudia Vazquez (SCL/LMK)
▪ Indicate if: Operational Support, Client Support, or Research & Dissemination	Client Support
▪ Date of TC Abstract:	February 20, 2018
▪ Beneficiary (countries or entities which are the recipient of the technical assistance):	Argentina (750 youth and persons with disabilities from the <i>Esteban Echevarría</i> geographical department and surrounding areas)
▪ Executing Agency and contact name (Organization or entity responsible for executing the TC Program):	Fundación del Plata (FdP); contact name: María Cristina Colabello, responsible for the academic coordination of the project
▪ IDB Funding Requested:	US\$983.000
▪ Local counterpart funding, if any:	US\$110.000 (in-kind)
▪ Disbursement period (which includes Execution period):	36 months (30 months of execution and 6 for disbursement)
▪ Required start date:	October 15, 2018
▪ Types of consultants (firm or individual consultants):	Firms and individual consultants
▪ Prepared by Unit:	Gender and Diversity Division (SCL/GDI)
▪ Unit of Disbursement Responsibility:	IDB Country Office in Argentina (CSC/CAR)
▪ TC Included in Country Strategy (y/n):	Yes
▪ TC included in CPD (y/n):	No
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social Inclusion and Equity, and transversal area of gender equality and diversity

II. Objectives and Justification

- 2.1 **Objective.** The objective of the Technical Cooperation (TC) is to promote labor market inclusion for young men and women, and persons with disabilities from vulnerable areas of Greater Buenos Aires (GBA) through professional training focused on the development of technical and soft skills in high demand areas.
- 2.2 **Justification.** In Argentina, official data confirm that unemployment and informality among adolescents and youth is twice the national average. With an average rate of 9.2% for the general population, unemployment for men between 14 and 29 years is 17.2%, with the rate even higher for women in the same age range at 20.1%. Likewise, a disproportionate share of the unemployed (53%) are under 29 years old.

- 2.3 The differential rates of inactivity across demographic groups is concerning. While youth have higher rates of inactivity than older age groups, young women are overrepresented among the 765,000 youth who do not study, do not work and do not look for work (77% of women versus 23% of men). In addition, among the universe of young people who do not study or work, but care for other people (mainly children), 95% are represented by women. The higher rates of inactivity for women reflect not only different expectations of providing care in the home but also job matches that may not be appealing since they may be in sectors where pay is low. Likewise, the employment situation of persons with disabilities is also precarious. It is estimated that, in Argentina, 13% of the population has some type of disability with 90% living in urban areas, 31% of persons with disabilities are heads of household, while 52.3% are inactive and, among the active population, 6.5% are unemployed.
- 2.4 Despite the high unemployment rates among young people and persons with disabilities, six out of every 10 companies in Argentina have difficulties in finding the required talent. According to employers, this is due to the fact that applicants generally lack the technical skills or professional experience necessary to carry out the work and/or the soft skills required to work with others. In addition, among the 10 most difficult positions to fill are positions for skilled manual tradespeople (such as electricians, plumbers, masons and carpenters), IT and technical staff positions. In the case of software development, there is an unsatisfied demand that exceeds the supply by 5,000 people each year.

III. Description of Activities and Outputs

- 3.1 **Component 1. Technical Training and Professional Insertion (US\$554,000).** The objective of this component is to train 750 young women and men between 18 and 25 years of age and persons with disabilities from *Esteban Echevarría* and surrounding communities in GBA in electricity, welding, carpentry and computer courses. Specifically, it is expected that, of the total beneficiaries, at least 35% will be young women and 15% will be persons with disabilities. The gender target represents an increase of 40% with respect to the baseline, based on the participation of women in electricity, welding, carpentry and computer courses. The target of 15% for persons with disabilities is far above the percentage of students in the baseline (5%) who take these same courses after previously attending special schools for students with disabilities.
- 3.2 **Component 2. Training and Labor Market Inclusion of Young Women (US\$97,000).** This component aims to promote the participation of young women in the training program to facilitate their insertion in traditionally male professions. To this end, the following will be financed: (i) the development of a communication campaign to inform young women about the training program and the benefits of entering traditionally male professions; (ii) the development and implementation of five awareness workshops on the benefits of having diverse work teams aimed at potential employers; (iii) coaching on gender issues and inclusion for teachers and project team; and (iv) the implementation of a multi-age playroom in the training center to offer childcare services to participants who need such service.
- 3.3 **Component 3. Training and Labor Market Inclusion of Persons with Disabilities (US\$131,000).** The objective of this component is to promote the

participation of persons with disabilities in the training program, as well as to facilitate their employment in the professions mentioned in Component 1. Toward this aim, the component will finance: (i) the development of an information campaign to attract and inform persons with disabilities about the training courses and the benefits of participation; (ii) the adaptation of the training rooms and spaces for professional practices and curricular contents; (iii) the development and implementation of three training courses for 60 "labor inclusion specialists", who will play a role as tutors for persons with disabilities participating in the program; (iv) the development and implementation of eight awareness and information workshops on the inclusion of persons with disabilities for potential employers; and (v) the development and implementation of 10 job orientation workshops for persons with disabilities who participate in the program.

- 3.4 **Component 4. Implementation, Monitoring, Evaluation and Dissemination of Results (US\$196,000).** The objective of this component is to provide technical support to the program, follow-up and monitoring of the execution, evaluate the results achieved and disseminate these achievements. Toward this aim, the following will be financed: (i) consultancies to support the implementation of the project; (ii) consultancies to support the monitoring and evaluation of the project; and (iii) one closing event to present the results of the project.

IV. Budget

Indicative Budget (US\$)			
Component	IDB/Fund Funding (JPO)	Counterpart Funding	Total Funding
Component 1. Technical Training and Professional Insertion	554,000	70,000	624,000
Component 2. Training and Labor Market Inclusion of Young Women	97,000	11,200	108,200
Component 3. Training and Labor Market Inclusion of Persons with Disabilities	131,000	16,800	147,800
Component 4. Implementation, Monitoring, Evaluation and Dissemination of Results	196,000	12,000	208,000
Others: Auditing firm	5,000	0	5,000
Total	983,000	110,000	1,093,000

V. Executing Agency and Execution Structure

- 5.1 Fdp will be the executing agency of this project. FdP is a nonprofit organization founded in 1998 with the objective to improve the conditions of lives of people in Argentina through trainings and human development. To reach this goal, FdP put in place over 50 strategic agreements and partnerships with both public and private institutions, such as the Government of the City of Buenos Aires, the Polytechnic University of Valencia and the General Confederation of Production of the Republic of Argentina. The structure for the execution of the TC will be: (i) the General Supervisor, who will responsible for the supervision and approvals of the technical and administrative aspects of the TC; (ii) 4 Component Coordinators, who will be in charge of the implementation of the activities of their correspondent components; and (iii) Procurement and Financial specialists, who will be responsible for procurement and financial processes, respectively.

VI. Project Risks and Issues

- 6.1 The incorporation and retention of young women and persons with disabilities into training programs where they are traditionally underrepresented are the greatest risks detected. To mitigate these risks, the project includes two components (2 and 3) that seek to facilitate this process through information campaigns that attract these population groups to participate in the training. Additionally, information workshops for potential employers will be put in place to inform them about the benefits of having diverse teams and provide them with the instruments to adapt their spaces to respond to the specific needs of persons with disabilities. Moreover, follow-ups with labor inclusion specialists and tutoring activities are envisaged to encourage the retention of all students in the courses until they obtain the final certification, as well as internship to facilitate subsequent job placement.

VII. Environmental and Social Strategy

- 7.1 According to the Environmental Safeguards Filter (SSF) and the Safeguard Policies Filter (SPF) made for the TC, it is classified as [Category "C"](#).^

VIII. Sustainability

- 8.1 In order to ensure sustainability, the project includes activities that will result in reports with implementation methodologies, as well as instruments and tools that will provide guidelines, lessons learned and recommendations on how to ensure the success of similar programs. These documents will be published so that not only the executing agency can learn from the project, but also other organizations from the public and private sector, and civil society. Moreover, by providing technical support to the executing agency, the team expects to expand its capacities to replicate similar projects with other funds.