

WHO ARE THE YOUTH PARTICIPATING IN THE FORTALEZAS PROGRAM?

A characterization of the participants
in the program's first year

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ABSTRACT

The Fortalezas Program was launched by the Argentinian organization Fundacion SES and the Jacobs Foundation based in Switzerland. In its first year, 1,180 young people participated in training and labor market integration projects implemented by six civil society organizations in Argentina, Brazil and Colombia. This study provides a detailed description of the participants in the Fortalezas Program in its first year, looking at the tendencies observed at program level and in the specific individual projects between 2013 and 2014.

In 2013, the participants of the Fortalezas Program consisted of young people aged 18 to 24 years and young adolescents (under the age of 18 years), more than half of whom were female (52%).

According to deficiencies observed by youth participants in one or more aspects of an internally devised vulnerability index, over half of the youth live in highly vulnerable or medium to high vulnerable conditions.

The majority of the participants attend secondary school in the formal education system. Just over one third has undertaken vocational training in the past year or is currently undertaking such training.

The participating youth are generally either unemployed or occupationally inactive meaning they neither had a job nor were they looking for one. Those working are usually self-employed.

Only a very small number of participants are in an employment situation that can be objectively viewed as qualitatively good, i.e. they have a registered, long-term employment contract or work in a formal micro enterprise with social protection and an income above the minimum wage.

Some specific observations can be made relating to the type of employment:

- The employed youths tend to say they are satisfied with their job, especially those working independently, as they have more flexibility due to their own financial resources.
- One group of participants is working and studying at the same time. A significant number of these say that they are looking for work; either to replace or to supplement their current income.
- Notwithstanding their current employment situation (employed, unemployed or inactive at the outset of the project), a large number of young people – mainly male – say they are in the process of setting up their own micro enterprise.

Moreover, over one third of the young people are involved in some form of association; sports and religious associations being the most frequented.

The youth mainly use information and communication technology for studying, to communicate with family and friends and for gaming.

More than half of the youth participating in the Fortalezas Program believe that they need to strengthen their psychosocial skills, in particular the ability to act proactively, communicate effectively and work in teams.

Through their participation in the program, almost all of the young people want to improve their skills for employment, find a job, or find a job that is better than their current one.

1.0 THE FORTALEZAS PROGRAM AND ITS YOUTH LABOR MARKET INTEGRATION PROJECTS

The most effective initiatives with socially vulnerable youth in Latin America¹ are those that place young people at the center of the project, providing them with technical training, and training in practical life skills. By helping them to link their personal development to their professional development, they seek thus to align young people's motivations and outlooks with the needs of the labor market.

The Fortalezas Program is a joint initiative of Fundacion SES based in Argentina and the Jacobs Foundation based in Switzerland, which provides specific support, monitoring and funding strategies in order to strengthen six civil society organizations in Argentina, Brazil and Colombia. These six partner organizations organize comprehensive youth training and employment projects that aim to achieve a significant and sustainable impact over time.

The program is based on a theory of change that has been tested and is accepted by various actors in the development sector. At program level, the theory maintains that strengthening and developing implementing organizations working in the field of youth labor market integration will allow them to develop high quality projects with a significant and sustainable impact over time. As regards the organizations, the theory of change argues that a civil society organization is developed if it has an organizational and management structure that enables it to recognize that the problems it is addressing go beyond its scope. Such a structure should further make them aware of the need to liaise with other organizations and work in networks in order to be able to influence the public policies that make their projects sustainable.

Based on this approach, Fortalezas develops its initiatives at two levels:

- I. Institutional strengthening: an organizational analysis carried out for every participating organization looks at the areas which have to be improved at structural, operational, communication, networking and partnership levels. Consequently, a 3-year improvement plan is drawn up.
- II. Youth labor market integration projects: every implementing organization receiving institutional strengthening support carries out a project for youth training and labor market integration. These projects are implemented within employment sectors which offer opportunities for the insertion of youth in areas of work corresponding to the local context (e.g. commerce, services, construction, industry, coffee production). Every year, the initiatives incorporate the improvements that have resulted from the organizational development into their intervention mechanisms based on the strengthening, support and follow-up provided by the managing partner.

In its role as managing partner, Fundación SES is responsible for the design, implementation and general coordination of the program. It supports the six implementing organizations and monitors their strengthening activities as well as the implementation of their youth labor market integration projects.

The six civil society organisations that participate in Fortalezas since 2013 are Fundación Crear, Fundación UOCRA, Instituto Aliança, the Centro Cultura Escrava Anastacia, the Comité Departamental de Cafeteros del Cauca and Microempresas de Colombia. The training and labor market integration projects they implement benefit 2,000 socially vulnerable young people aged 18-24 years over a three-year project cycle.

¹Ryan Cooper. Amanda Dawes. Paul Gertler & Claudia Martínez A.: "Expertise on Evidence of Good Practices of Life Skills and Employability: Programs for High Risk Youth in Latin America". Jacobs Foundation. August 2011.

The training and labor market integration projects vary in the type of strategy they deploy in their work with the young people, and according to the local context and institutional arrangements in which they are being implemented. As can be seen in Table 1, some projects promote partnerships or entrepreneurship, while others focus on links with the educational system, improving employability conditions for integration into the formal labor market, or on personal and social development.

The same applies to the groups of young people, who have diverse educational backgrounds, careers, social statuses and expectations upon joining the projects of the Fortalezas Program.

Table 1: Description of youth integration projects

COUNTRY	ORGANIZATION	PROJECT	DESCRIPTION OF THE INTERVENTION STRATEGY
ARGENTINA	FUNDACIÓN CREAR (CREAR) The organization works with young people who are socially vulnerable. It works together with grassroots organizations, applying different strategies for labor market integration in either jobs or micro enterprises.	<i>Crear Ciudadanía Juvenil (Creating Young Citizenship)</i>	Training activities in labor market integration, mainly in the industrial and commercial sector and in productive autonomous enterprises that promote the development of the local economy. Area of intervention: Ciudad de La Plata (Buenos Aires province) and neighboring municipalities.
	FUNDACIÓN UOCRA (UOCRA) Its mission is to contribute to the personal, professional and cultural development of construction workers and their families. It specializes in problems concerning the link between work and education within the construction industry. It offers young people and adults vocational training and courses to complete their primary or secondary education, working with a network of educational institutions in different regions of Argentina.	<i>Impulso Joven (Youth Drive)</i>	Vocational training measures in the construction industry, job matching and completion of compulsory secondary education. Area of intervention: Autonomous City of Buenos Aires. La Matanza (Buenos Aires province) and the city of Paraná (Entre Ríos province).
BRAZIL	INSTITUTO ALIANÇA (ALIANÇA) Its mission is to educate people, organizations and communities for human and sustainable development. It works with socially vulnerable young people, in conjunction with government agencies and the private sector. It offers a wide range of vocational training and labor market integration projects, involving intensive training both in different professions as well as in life skills, which are complemented with digital literacy programs, work placements in companies and personalized tutoring.	<i>Com Dominio Digital</i>	Holistic training with an approach based on competencies and on strengthening identity and developing young people's life goals as linchpins. Area of intervention: Metropolitan region of the city of Fortaleza and the municipalities of Baturité and Pacoti (State of Ceará).
	CENTRO CULTURAL ESCRAVA ANASTACIA (ES CRAVA) Its mission is to carry out educational activities, forming networks and working at community level with socially vulnerable youth from impoverished suburb communities. It supports various labor market integration projects linked to job training, work placements in companies and job matching.	<i>Joven Aprendiz (Young Apprentice)</i>	Promotes the creation of opportunities for human development, civic and occupational training and labor market integration. It was established to address the need to continue educational processes that are being developed with children and adolescents from the impoverished communities. Area of intervention: Gran Florianópolis and the outskirts of the cities of Sao José y Palhoça respectively.
COLOMBIA	MICROEMPRESAS DE COLOMBIA (MEDA) The organization carries out local development projects at both national and international level. It runs job-training services for young people and helps with creating and strengthening micro enterprises through analysis and personalized advice. It offers technical training courses for young people in conjunction with the government. Furthermore, it develops training projects for young farmers from rural areas.	<i>Prosperidad Juvenil (Prosperity for Youth)</i>	Social and occupational training and youth skills development, focusing on dependent employment and on entrepreneurship, labor market integration and improving living conditions. Area of intervention: Medellín (Antioquia province) and surrounding areas.
	COMITÉ DEPARTAMENTAL DE CAFETEROS DEL CAUCA (CAFETEROS) Its mission is to ensure the wellbeing of coffee growers through an effective trade union organization that is democratic and representative. The organization offers technical training and advice as well as comprehensive support to coffee growers' families and their community.	<i>Jóvenes con Pasión por la Tierra (Youth Passionate about their Land)</i>	Promotes modern, high-tech coffee production that is profitable and sustainable, with an impact on the quality of life of the coffee growers and their families. This is achieved through the development of coffee-producing communities and their environment, competitiveness, innovation and sustainable access to market. Area of intervention: Rural areas in the Cauca province.

The information in this study was obtained through a survey containing open and closed questions. All 1,180 young people enrolled in the project in 2013, the first implementation year of the Fortalezas projects, took part in the survey. The six implementing organizations were responsible for carrying out the questionnaire and entering the collected data into a virtual platform, while Fundación SES processed and analyzed the data.

2.0 MORE FEMALE AND YOUNG ADOLESCENTS

There are more females in the Fortalezas Program (52.0% of those enrolled) than males, but this percentage decreases in the projects implemented in rural areas or in those which offer vocational training in construction, a traditionally male-dominated sector (Chart 1).

Chart 1: Gender distribution of participants (in %)

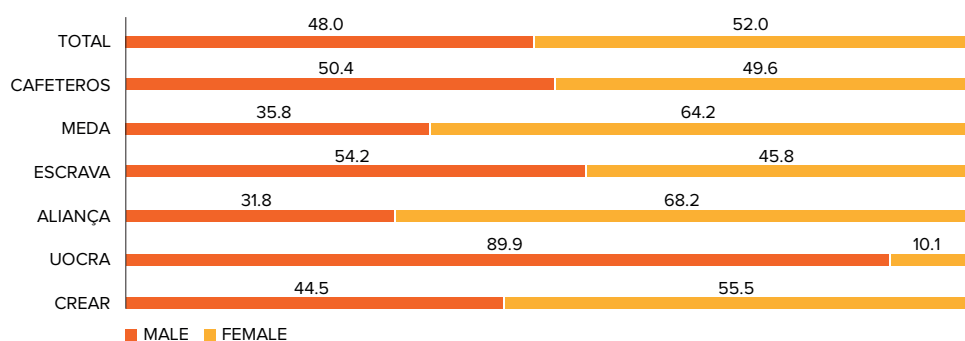
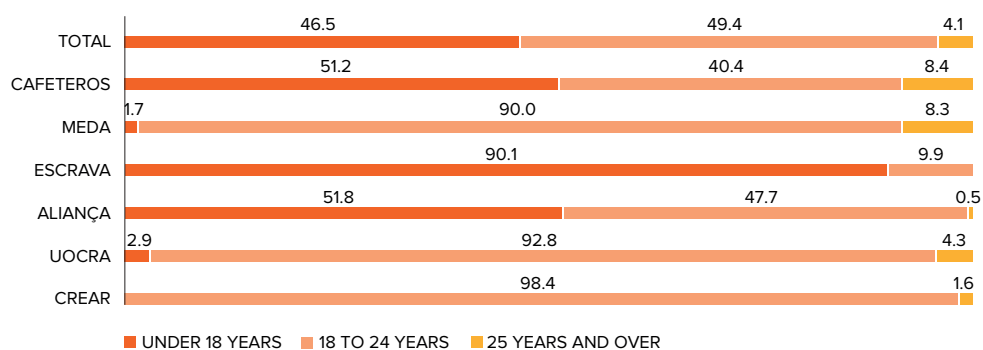


Chart 2: Age distribution (in%)



49.4% of the young people enrolled in the projects are aged between 18 and 24, the initial target age group of the project. Nevertheless, a large number of participants (46.5%) is not yet 18 years of age, and another 4.1% are over 24 (Chart 2). This is due to the specific characteristics of the two projects in Brazil and the coffee grower project in Colombia, aimed at young people still attending school.

3.0 SOCIALLY VULNERABLE YOUNG PEOPLE

In order to assess which of their socio-demographic, economic and cultural aspects the young people enrolled in the program need to strengthen, a weighted index was drawn up with values between 0 (most vulnerable) and 1 (least vulnerable). It captures their situation in four dimensions with an equal weighting:

- (i) Economic: defined by occupation and highest educational level of the household's main breadwinner, rate of dependency and overcrowding²;
- (ii) Sociocultural: educational status of the young person participating, type of health coverage and use of information technology (ICT);
- (iii) Geographical/environmental: characteristics of the region where the young person's home is located and access to basic services;
- (iv) Political: frequency and type of civic and community participation.

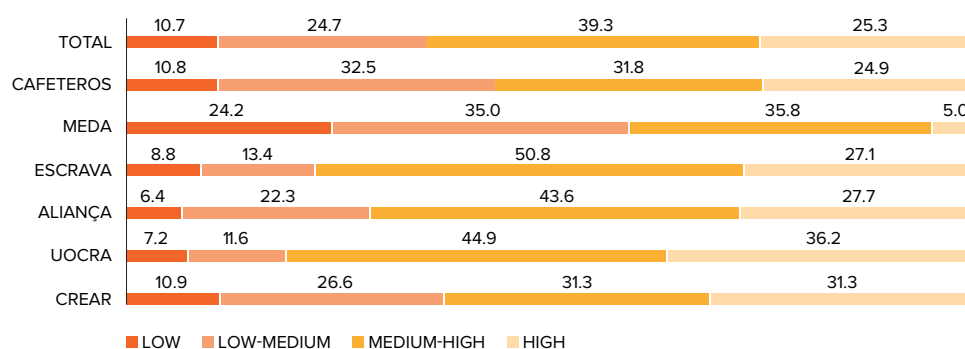
Within each dimension, a series of indicators was considered to which the value 0 was assigned for (most vulnerable) and the value 1 (least vulnerable). The intermediate scores were divided proportionally according to the number of categories of each indicator, and each dimension was then weighted in order to obtain an aggregated measure.

The following cut-off points were used to mark different degrees of vulnerability:

SCORE	LEVEL
Less than 0.50	High
0.50 to 0.629	Medium-high
0.63 to 0.749	Low-medium
0.75 to 1	Low/none

According to the results of the index described above, **64.6% of the young people enrolled in the Fortalezas Program live in situations of high or medium to high levels of social vulnerability**, manifested in one or more of the four dimensions mentioned. The proportion of those living in such situations rises to 80% of those enrolled in the Escrava Anastacia project, and to 70% of the young people enrolled in the Aliança and UOCRA projects (Chart 3).

Chart 3: Social vulnerability (in %)



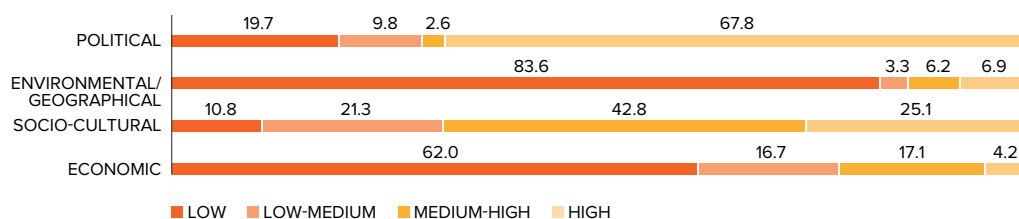
²The rate of dependency is the demographic index expressing the relationship between the dependent population and the productive population on which it depends. Overcrowded dwellings represent the ratio between the total number of household members and the total number of rooms the dwelling has (without bathroom(s) and kitchen(s)).

Chart 4 illustrates the levels of vulnerability recorded for each of the analyzed dimensions. As regards the political dimension, the low civic participation of the youth enrolled in Fortalezas is notable. 7 out of 10 do not have any links with civic, community or political organizations, and this tendency is higher among those enrolled in the projects in Argentina (more than 8 out of 10).

In the sociocultural category, just over 7 out of 10 are in a situation of high or medium-high level of vulnerability, due to their low level of education or lack of school attendance, poor health coverage or low use of information technology for work or study. Among those enrolled in the Escrava Anastacia and Cafeteros projects, this increases to 8 out of 10 young people.

The profile outlined for the program's target population does not focus on segments exposed to high social risks, and therefore, the predicted results at economic-material level were "homogenous with an upward trend".³ If we analyze the economic and environmental-geographic situation of the participants, the trend is thus reversed. In these dimensions, low or medium-low levels of vulnerability are recorded in 8 out of 10 cases for the economic dimension and almost 9 out of 10 cases for the environmental-geographic dimension.

Chart 4: Social vulnerability by dimension (in %)



On the other hand, in line with the general trends, in most of the implementing organizations high levels of political vulnerability and low levels of economic and environmental-geographic vulnerability were noted. In the Brazilian implementing organizations and in UOCRA, high levels of sociocultural vulnerability were also noted among the young people (Table 2).

Table 2: Social vulnerability: Levels according to dimension by partner organization

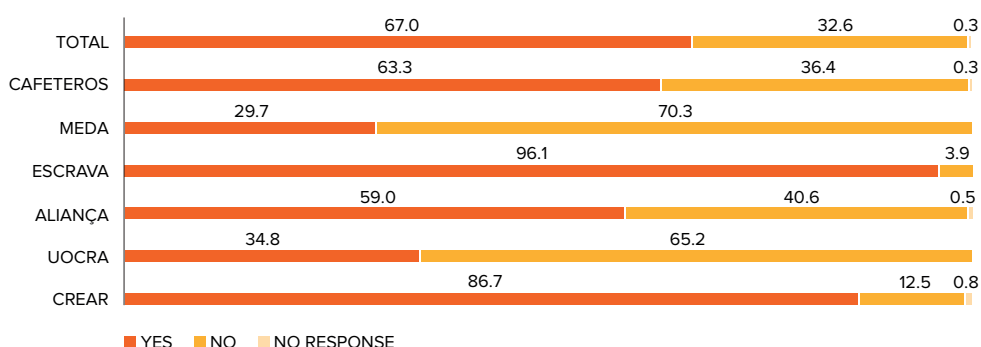
DIMENSION	LEVEL	PARTNER ORGANIZATION					
		CREAR	UOCRA	ALIANÇA	ES CRAVA	MEDA	CAFETEROS
Economic	High	0.8%	11.6%	6.4%	1.9%	0.8%	5.2%
	Medium-High	13.3%	18.8%	23.6%	10.3%	5.8%	22.6%
	Medium-Low	13.3%	10.1%	19.5%	12.2%	15.8%	20.7%
	Low/None	72.7%	59.4%	50.5%	75.6%	77.5%	51.4%
Socio-cultural	High	14.1%	49.3%	16.8%	34.1%	3.3%	30.3%
	Medium-High	34.4%	24.6%	40.0%	54.8%	9.2%	53.0%
	Medium-Low	14.8%	13.0%	40.0%	9.2%	50.8%	12.9%
	Low/None	36.7%	13.0%	3.2%	1.9%	36.7%	3.7%
Geographic/ environmental	High	25.0%	5.8%	10.0%	3.8%	4.2%	2.4%
	Medium-High	10.9%	10.1%	4.1%	13.0%	2.5%	1.6%
	Medium-Low	10.9%	1.4%	.0%	6.9%	4.2%	0.3%
	Low/None	53.1%	82.6%	85.9%	76.3%	89.2%	95.8%
Political	High	81.3%	84.1%	72.7%	80.9%	74.2%	46.5%
	Medium-High	0.8%	2.9%	0%	2.7%	3.3%	4.5%
	Medium-Low	3.9%	5.8%	8.6%	5.3%	7.5%	17.1%
	Low/None	14.1%	7.2%	18.6%	11.1%	15.0%	32.0%

³ As outlined in the internal document "Implementation of the Concept of Social Vulnerability. Youth employment. Fortalezas Program". May 2013.

4.0 EDUCATION AND TRAINING FOR EMPLOYMENT

67.0% of the youth were in the formal education system when they joined the Fortalezas youth employment projects. In the projects carried out by Escrava Anastacia and Crear, the percentage was higher than the average, at 96.1% and 86.7% respectively (Chart 5).

Chart 5: Participation in the formal education system (in %)



Of the young people enrolled in the project while still in the formal education system, 75.4% were studying at secondary/middle school and 10.4% had completed secondary/middle school education. Among the young people that were not studying, 6.8% had completed or attended partially primary school, 25.3% had partially attended secondary/middle school and half (49.7%) had completed this level. Charts 5 and 6 show the highest level of education attained by the young people of two groups enrolled in Fortalezas (one group consisting of those attending formal education and the other group consisting of those who are not).

Chart 6: Highest educational level attained by youth attending school (in %)

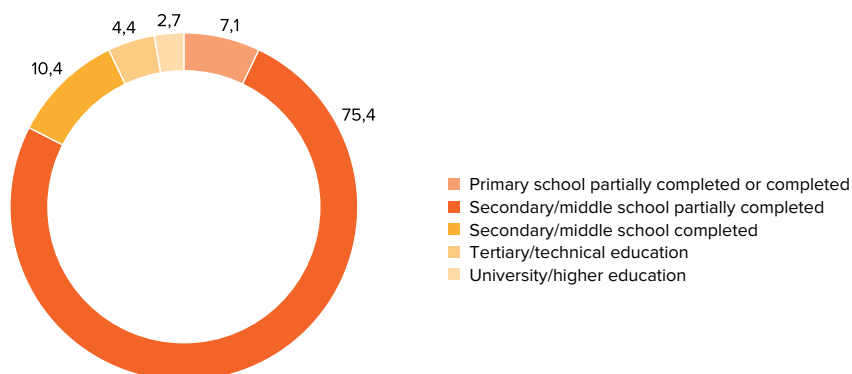
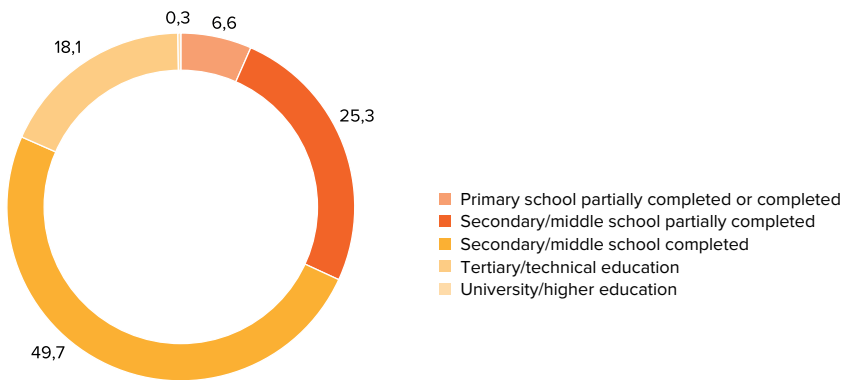


Chart 7: Highest educational level attained by youth not attending school (in %)

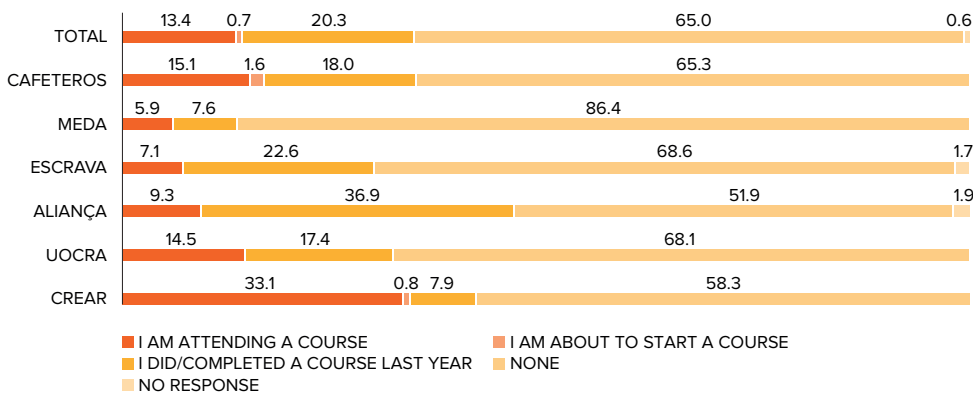


From the analysis of the educational level of those enrolled, it can be gleaned that 6.9% only attended primary school and 10.9% undertook tertiary or higher studies. This indicates a different situation than that predicted when outlining the profile of the target group.

The majority of the young people with a higher level of education than set out initially in the Fortalezas Program can be found in the project carried out by MEDA, in which more than 9 out of 10 of those participating have completed secondary schooling or have taken up technical studies or higher education. The Escrava Anastacia project – whose members are mainly under the age of 18 and attending school – on the other hand, has the highest proportion of enrollees who have not completed primary schooling (19.8%).

In turn, 65.0% of the young people enrolled in Fortalezas were neither attending, nor had completed any skills training for employment course in the previous year, while 3 out of 10 enrollees on the projects of the two Brazilian implementing organizations (22.6% on Escrava and 36.9% on Aliança) had undertaken skills training for employment during the last year. The same proportion of young people enrolled in Crear (33.1%) was attending this type of training upon joining Fortalezas.

Chart 8: Participation in skills training (in %)



5.0 YOUTH EMPLOYMENT

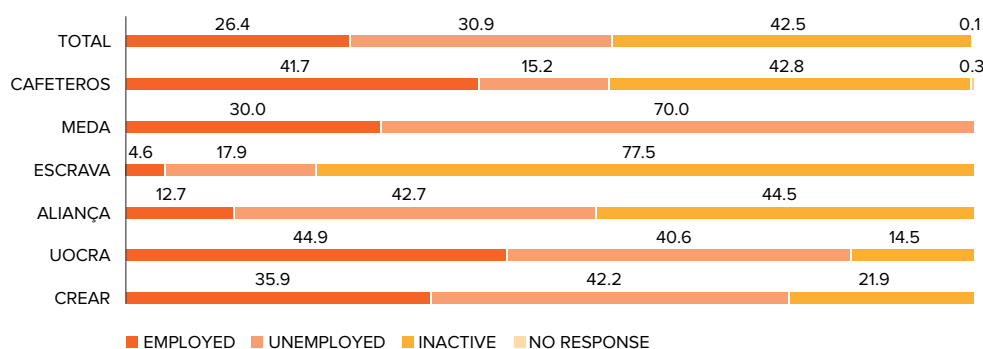
5.1 EMPLOYMENT STATUS

42.5% of the young people enrolled in Fortalezas were occupationally inactive upon joining the Program – they neither had a job, nor were they looking for one – since they were mostly studying in the formal education system (Chart 9).

In addition, 30.9% of enrollees were unemployed, i.e. did not have a job and were looking for one, whereas 26.4% were working. Of these, 3 out of 10 were also looking for work, even though they had a job. 40% of those enrolled in Fortalezas are thus looking for work, either because they do not have any work, or because they are looking for another job (additional or better) than they currently have. 22.5% of the young people enrolled in the Fortalezas Program are, in turn, working while studying in the formal system (17%), or are carrying out occupational training (4.5%).

The work situations of the participants differ from one project to another: the Escrava Anastasia initiative has the highest percentage of inactive youth enrolled (77.5%) as a high percentage of them are still studying and are under the age of 18. The MEDA project, on the other hand has the highest percentage of unemployed participants (70%), while UOCRA and Cafeteros have the highest proportion of employed youth (44.9% and 41.7% respectively). It is in the Argentinian implementing organization (UOCRA) project that the majority of youth are working while simultaneously looking for work (26.1%).

Chart 9: Employment status (in %)



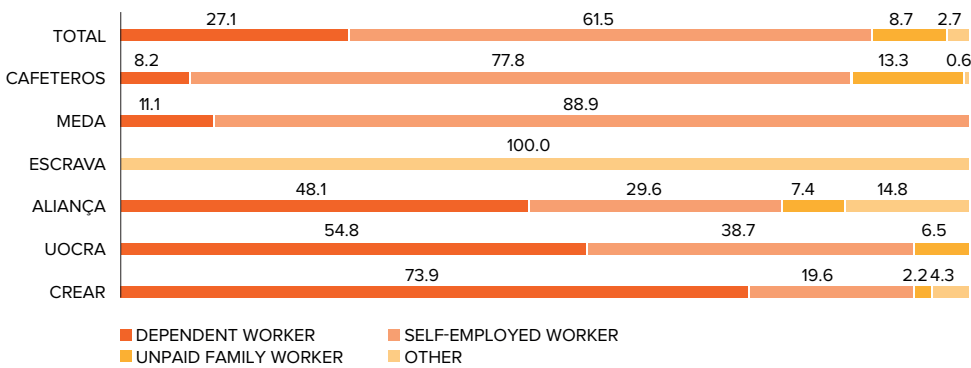
5.2 DEPENDENT AND INDEPENDENT EMPLOYMENT

Of the young people working, 61.5% are self-employed, 27.1% are dependent workers and 8.7% are unpaid family workers (Chart 10).

In line with the implementation context and the objectives of the implementing organizations' projects, the highest percentage of self-employed young people can be found in the Colombian projects. 77.8% of the young people in the Cafeteros project are self-employed, as well as 88.9% of MEDA participants. The first group consists mainly of day laborers doing seasonal coffee growing work, while the second group of young people work for micro enterprises.

Dependent employment is prevalent among enrollees in the projects implemented in Argentina. Here, more than half of the young male workers are employees or laborers and 17% of the young female workers enrolled in the project implemented by Crear work in domestic services.

Chart 10: Labor market integration of employed youth (in %)



5.3 QUALITY OF EMPLOYMENT

The objective quality of dependent employment (27.1% of the total) is defined as having a registered, long-term employment contract, with social protection and an income equal to or above the minimum wage. Based on this characterization, we see that **what is common to each of the cases is the low objective quality of labor market integration**. Only 5% of the jobs display the criteria assuring quality mentioned above.

Half of the self-employed youth work occasionally. Only 3% have social protection, receive an income equal to or above the minimum wage, carry out a legally registered activity and have access to banking services, these being considered the objective quality criteria for independent work.

In both cases, the highest percentage of young people with objectively good quality work can be found in the projects in Colombia (Table 3).

Table 3: Youth with quality employment by type and country

DEPENDENT WORKERS, 5%	Argentina	4%
	Brazil	0%
	Colombia	12%
SELF-EMPLOYED WORKERS, 3%	Argentina	0%
	Brazil	0%
	Colombia	4%

Nevertheless, when analyzing the subjective quality of employment, which refers to the criteria for evaluating a job from the subject's perspective, it should be noted that more than **6 out of 10 young employed people are very satisfied or quite satisfied with the work they are carrying out**, while this increases to 7 out of 10 among the self-employed. Reasons contributing to these high levels of satisfaction relate to flexibility and the possibility of having one's own financial resources (Charts 11 and 12).

Chart 11: Job satisfaction (employed youth in %)

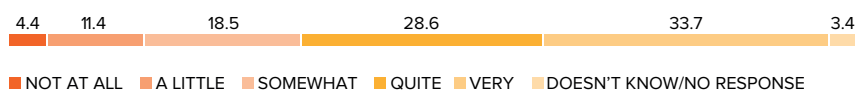
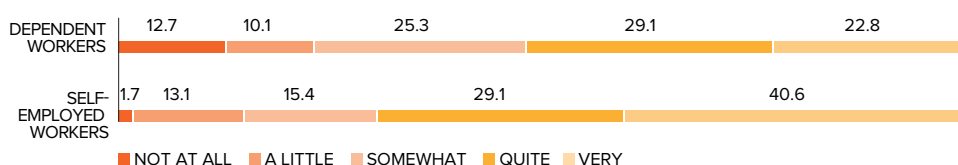


Chart 12: Job satisfaction according to type of employment (employed youth in %)

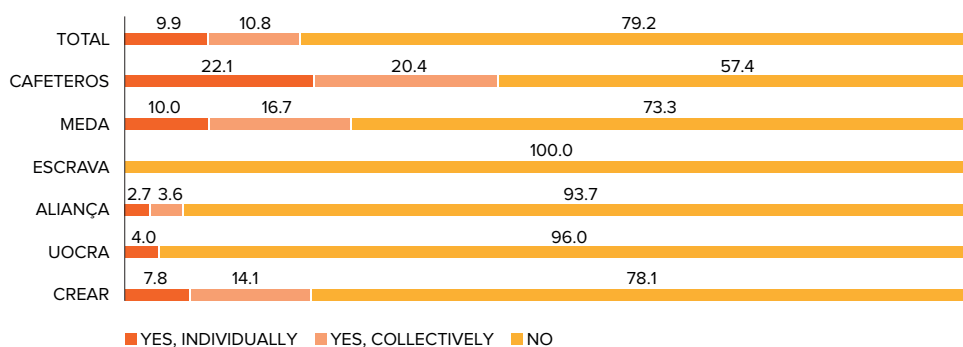


5.4 YOUNG PEOPLE AS ENTREPRENEURS

Beyond their employment status (employed, unemployed or inactive), **21% of the young people stated that when they joined Fortalezas, they were in the process of establishing some form of independent micro enterprise** (Chart 13).

It is young Colombians in particular that are most involved in “managing” a micro enterprise: 43.8% of those enrolled in the Cafeteros project and 26.7% of those enrolled in the MEDA project, respectively. This process is also more widespread among males (25%) than females (16%), and among employed youth (51.5%) and those employed looking for work (37%), compared to those who are not working (unemployed or inactive). Among the latter, only 1 out of 10 are in the process of setting up a micro enterprise.

Chart 13: Organization micro enterprises (in %)



6.0 CIVIC PARTICIPATION AND ACCESS TO NEW TECHNOLOGIES

Only 33.6% of the young people enrolled participated in some form of civic organization upon joining the projects of the Fortalezas Program (Chart 14). The highest levels of civic participation can be found among the young people enrolled in the Cafeteros project, where 55.6% have some organizational links. The lowest levels of participation were found in the projects of UOCRA (17.0%) and Escrava Anastacia (19.0%).

Chart 14: Youth participation in civic activities (in %)

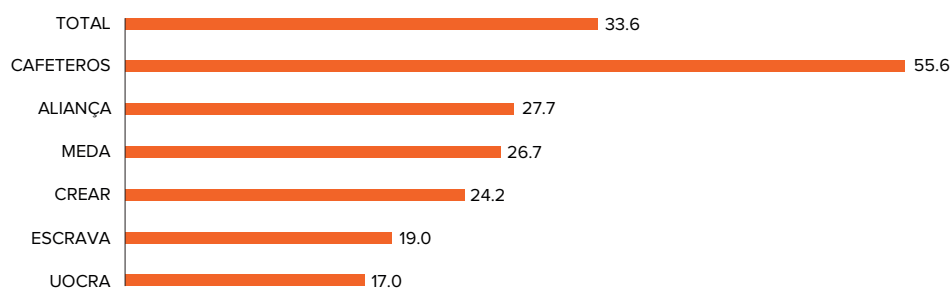


Chart 15 shows that the youth mainly join sports and religious organizations, as do 40.8% and 33.2% respectively of the young people involved in some form of community participation. Youth participation varies according to the national context (Table 4). The young people in Colombia are those with the highest percentage of participation in sports organizations (54.2% in Cafeteros and 44% in MEDA), while the Brazilians are more involved in religious organizations (77% in Alianca and 47% in Escrava). Although participation in political organizations is low, it is highest among the Argentinian youth (25.8% in Crear and 8% in UOCRA).

When asked about the meaning that the young people attach to their participation in some form of civic organization, 8 out of 10 youth state they are proud of their membership and of being part of the organizations.

Chart 15: Participation in civic activities according to type of organization (in % of participating youth)

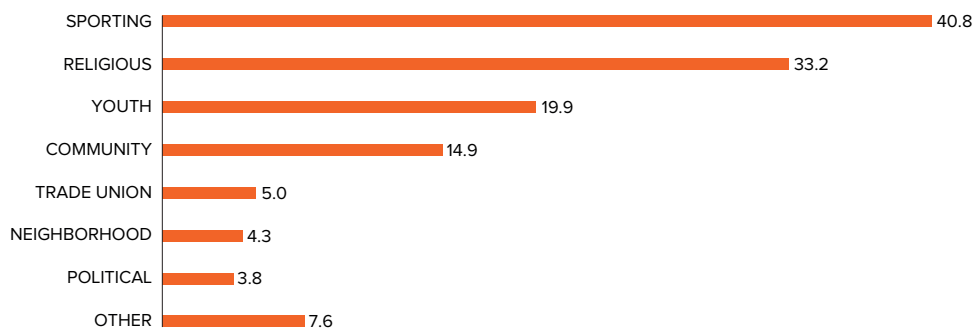


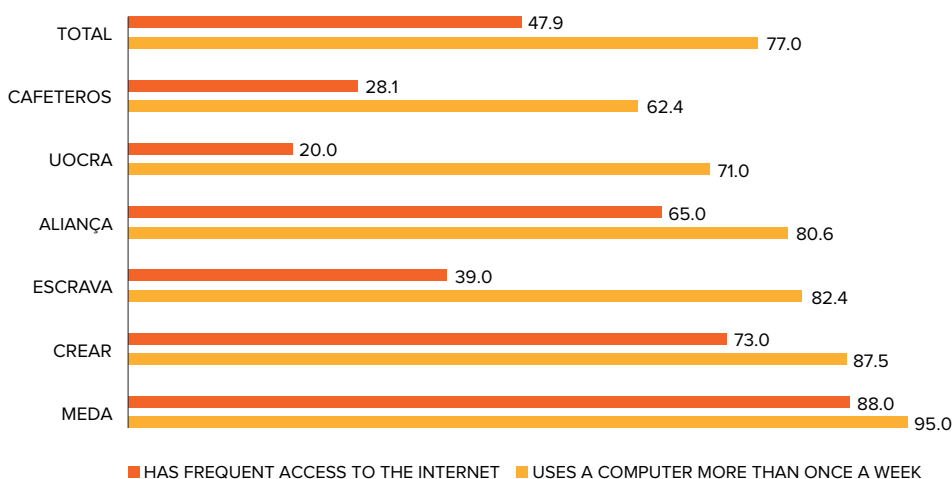
Table 4: Civic participation by organization (young people participating)

CREAR	Sports	35.5%	ESCRAVA	Religious	47%
	Politics	25.8%		Sports	32.7%
UOCRA	Community	25%	MEDA	Religious	44%
	Neighborhood	25%		Sports	34.4%
ALIANÇA	Religious	77%	CAFETEROS	Sports	54.2%
	Sports	13.1%		Youth Groups	28%

Almost 8 out of 10 young people enrolled in Fortalezas frequently access the internet, and half of them use computers at least once a week (Chart 16). This varies among participants. Almost all of those enrolled in the MEDA and Crear projects use the internet frequently (95% and 87.5% respectively) and there are also those who use computers a little less regularly (88% and 73% respectively use them more than once a week). Only 6 out of 10 young people enrolled in the Cafeteros project frequently use the internet and, together with the young people from UOCRA (28.1% and 20% respectively use computers regularly), they use computers the least.

The youth participants state that they mainly use computers for studying (76.6%), followed by communicating with family and friends (68.1%), and thirdly, for gaming (44.6%). The programs mostly used are chat and social networks (76.4%), email (61.5%) and word processing (59.6%).

Chart 16: Frequency of internet access and regular use of computers (in %)



7.0 PSYCHOSOCIAL SKILLS AND YOUNG PEOPLE'S EXPECTATIONS

Between 3 and 4 out of 10 young people (Chart 17) mention that **the three main skills they are looking to strengthen through the Fortalezas projects are the ability to be more proactive, communicate efficiently and work in teams**⁴. While one third of the females are seeking to strengthen emotional balance, only one quarter of the males mentions this life skill.

Chart 17: Skills to be strengthened (total population in % of cases)

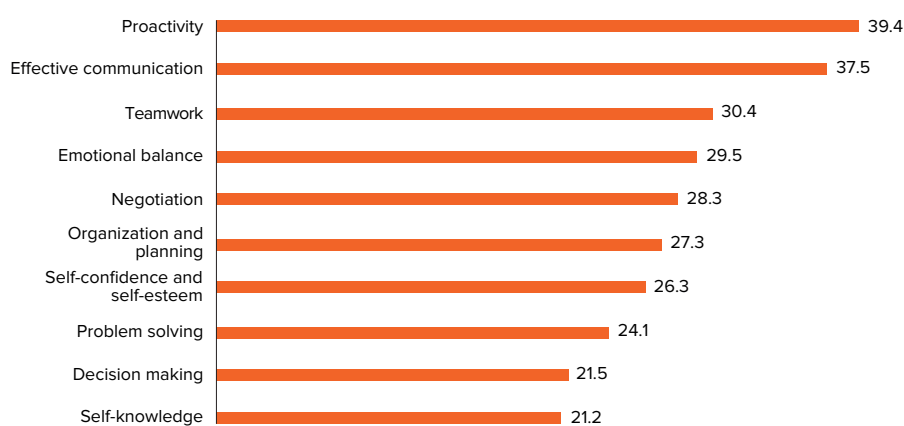
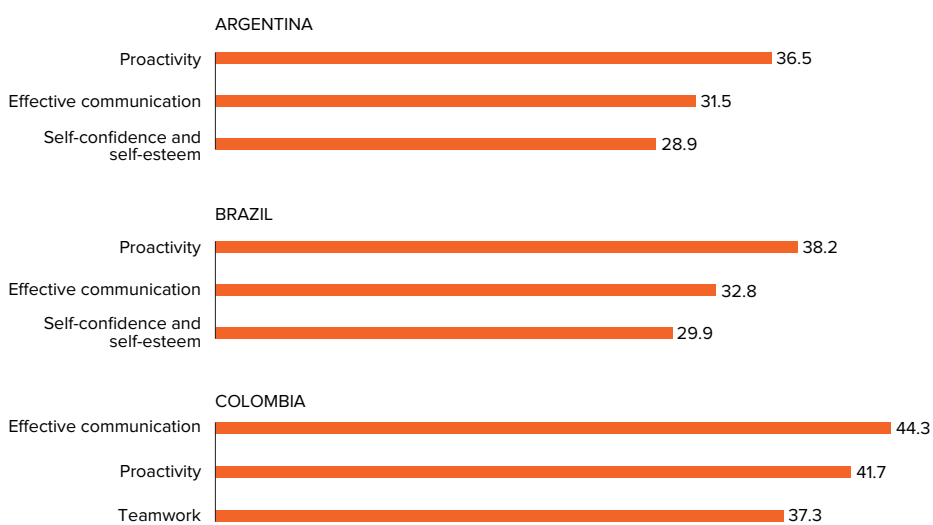


Chart 18 shows the three main skills to be strengthened according to participants listed by country. The participants from Argentina and Brazil highlighted the ability to be proactive as the first skill to be strengthened, followed by effective communication, while the young people from Colombia cited effective communication first, followed by the ability to act proactively and teamwork.

⁴Proactivity refers to the skill of being able to evaluate the different options available when taking action to make things happen, taking into account the needs, values, motivations, influences and possible present and future consequences for oneself and for others. Efficient or assertive communication is the skill of clearly expressing one's thoughts, feelings or needs, taking into account the rights, feelings and values of their counterparts.

Chart 18: Skills to be strengthened by country (in %)



Finally, **the expectations** expressed by the young people upon joining the Fortalezas projects demonstrate their wide range of interests. Although more than 9 out of 10 of the participants say that they are looking to improve their life skills for employment and half of them want to find a job or a better job, 63.1% indicate that they are interested in the project for improving their personal and social skills and 46.8% want to meet other people (Chart 19). In line with the project objectives of Cafeteros and Aliança, and as shown in Chart 20, the young adolescents in these projects first and foremost cite social and interpersonal expectations.

Chart 19: Expectations of participants (in %)

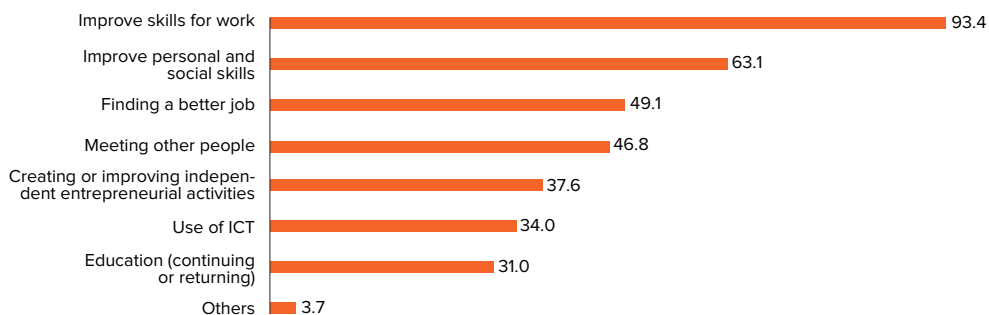
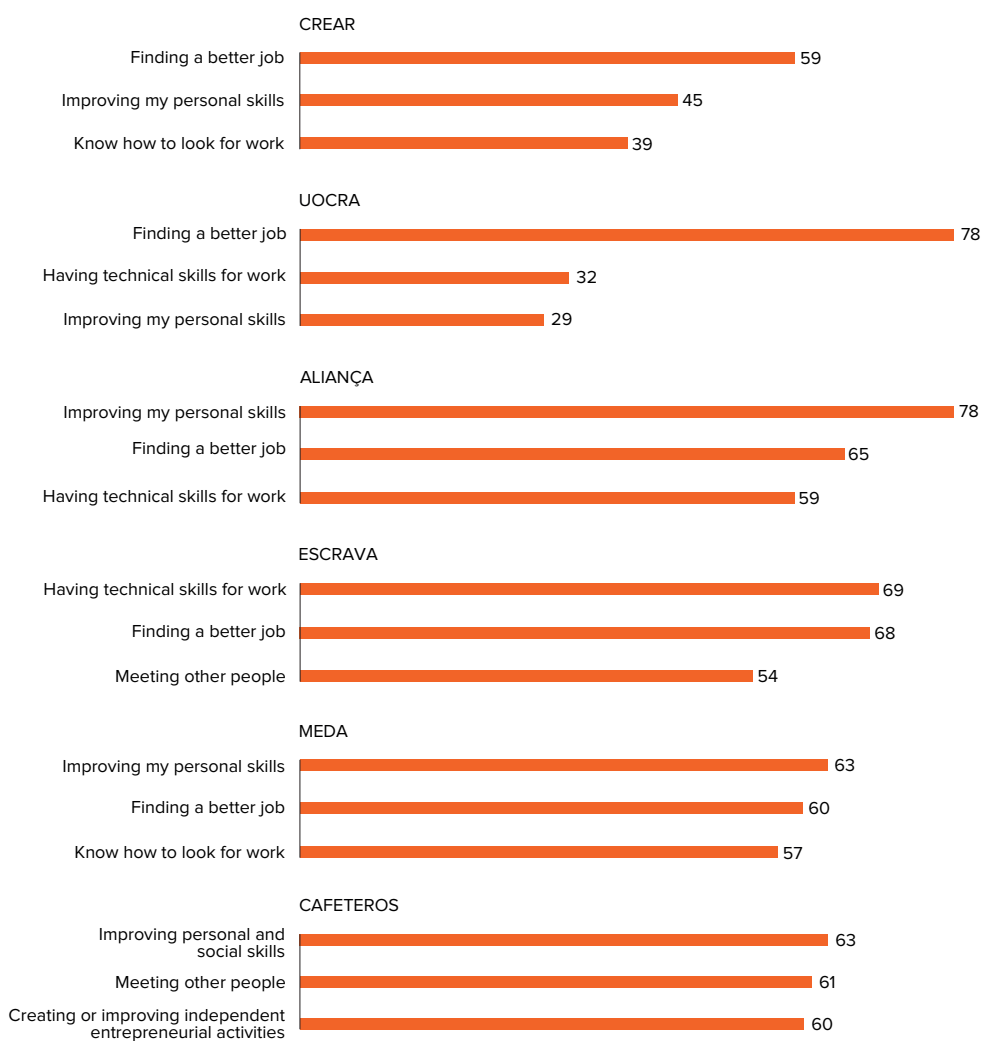


Chart 20: Expectations of participants by organization



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