

# Skills needs research for growth sectors in the South-Southeast of Mexico



## Background

The southern states of Mexico - Veracruz, Chiapas, Oaxaca, and Tabasco needed support in tackling the levels of youth unemployment.

The national government sought to generate opportunities for access to education and support for recovery following the pandemic and skills for people to find and generate employment.

The IADB supported the transformation of human capital in Mexico and recognised the huge impact that Covid-19 had on the labour market.

## Our solutions

We conducted a comprehensive study through desk research and with engaging key stakeholders. The main activities included:

1. Identifying priority sectors: The priority sectors with realistic youth recruitment opportunities were identified, aligning with national and regional economic recovery policies.
2. Identifying potential youth placement roles: Occupational roles that offer the most significant potential for youth placement were highlighted.
3. Describing career paths: Career paths available within the identified sector occupations were outlined to provide insights into potential growth opportunities.
4. Assessing workforce development: We assessed the ability of companies to internally train and develop their workforce and evaluating their capacity for skill-building initiatives.
5. Evaluating educational alliances: Existing collaborations between companies and educational institutions were evaluated, particularly in work-based learning programs, will be assessed to understand their impact on youth employability.
6. Highlighting skills-aligned European Training Foundation Projects (ETFP) Content: Existing European Training Foundation Projects content that meets the skills needs of the prioritized sectors was identified.
7. Identifying ETFP supply gaps: Any deficiencies in ETFP content, facilitation, evaluation, and quality control were highlighted.
8. Benchmarking best practices: Best practices from both Latin American countries and international sources were highlighted, providing valuable insights for effective employment strategies.

## Outcomes and impact

The skills research presented to the client has provided a wealth of insights that will support the priorities to address the economic constraints faced by young people in completing their education and/or accessing employment and to support the improvement of technical and vocational education and employability services.

Our recommendations to support the development of the future workforce included:



Skills academies – offering short, entry-level, industry-led training programs from 6 to 16 weeks, for the three key sectors, including basic skills, English language, digital skills, entrepreneurship and key technical skills.



Industry skills passport – implementation of skills passports in the construction and agribusiness sectors to enable unemployed and uneducated youth to acquire new skills and credentials that enable them to access sustainable employment.



Structured work-based skills programs - established within each sector, providing young people with hands-on experience and insights into their chosen industries. These programs are designed to offer entry-level positions, allowing participants to gain practical knowledge and understand the opportunities available within the industries.



Career paths for key occupations - helping young people access entry-level positions to learn about the opportunities the industry offers, with the creation of clear career paths for key occupations within the sectors.

## About People 1st International

Our team of expert international consultants support countries with a true thirst for professional development, who are passionate about helping young people, challenging social and gender exclusion, addressing the barriers to work and supporting continuous professional development of the existing workforce.

To discover how we can support you with labour market intelligence, technical vocational education and training strategies and practical skills solutions, get in touch at [info@people1st.co.uk](mailto:info@people1st.co.uk) or visit [www.people1st.co.uk](http://www.people1st.co.uk).