

Assessing the youth of Limay for 21st Century skills

(Limay, Municipality of Bataan Province, Philippines)



The government of Bataan wanted to develop the right skills in their youth and transform those skills into better jobs. This was in line with their vision of making the Bataan province a preferred location for eco-industrial investments by 2020, leading to highest human development index (HDI) in the Philippines.

The challenge for the provincial government was they did not have access to relevant data that would indicate whether their youth was ready to operate in 21st-century economies or not. Relevant data meant understanding the existing skill density of the talent pool, benchmarking them against 21st Century skills and identifying skill gaps.

Assessment Fund (Af), in collaboration with its partner in Philippines, SFI Group, met with Governor Abet Garcia of Bataan province to launch an evidence-based approach to skill development. It was a two-fold approach: assess and benchmark youth for 21st century skills, and use the youth assessment study to direct candidates to appropriate skill development programs.

With Bataan subdivided into 11 municipalities, it was planned to run a pilot in one municipality, Limay, and once an operative model was established, assess youth in remaining municipalities of the Bataan province.

Subsidised online testing was conducted by SFI where 628 youth in Limay were assessed for 21st Century skills. The findings from the assessment study were that the Limay talent pool was proficient in skills like innovation, teamwork and adaptability, whereas, there was a need to develop skills like English language and pattern recognition.

"The Municipality of Limay partners with SFI group and HireLabs to assess youth's career readiness as a next step in building their future."

Mayor Lilvir Roque, Municipality of Limay

Challenge

- Limited data to understand whether Limay's youth has necessary skills to work in 21st-century economies.
- Absence of online assessment tool to measure and benchmark skills of Limay

Solutions

- Develop a microsite and position it as Bataan Talent
- Leverage Talent Source, which is HireLabs' online assessment platform white labeled for the SFI Group
- Customize competency tests to measure 21st Century Skills
- Provide assessment reports and analytics, such as Talent Map

Approach

- Assess Limay's youth for 21st Century and global employability skills
- Benchmark skills and identify skill gaps
- Create remedial plan to align the workforce with 21st century skills
- Assess youth in other municipalities of Bataan to create a provincial Talent Map

Outcome

- 628 youth of Limay assessed
- Findings of the report showed that Limay's youth were proficient in skills like originality, teamwork and need for improvement in skills like English language
- Government of Bataan commissioned talent maps for the entire population