

PST ANNUAL REPORT CONTENT OUTLINE**A. Introduction: Building “A Stronger Youth Today”**

One key area of focus of the Private Sector Team over the years is to strengthen industry partnerships to build a strong community of committed youth champions who will sustain what Opportunity 2.0 has started for youth development. Constant collaboration between PSOs and the Youth Development Team was deemed crucial to establish pipelines for youth engagement, as well as strong participation of the Youth Development Alliance.

For Year 5, significant strides can be seen in employer engagement and youth transitions. Communication campaigns and success stories highlighted a lot of program wins, and some policy pushes are now reflective of best youth development practices that can be mirrored on a local or national scale. But much work still needs to be done to communicate to the program successors that youth employability is more than just program numbers. Quality partnerships leading to well-capacitated stakeholders are needed to sustain mobilization efforts and strengthen systems that will benefit an upskilled generation.

B. KEY ACCOMPLISHMENT:*a. IN NUMBERS: Private Sector Engagement in Action*

i. Report on the latest (umbrella) accomplishment of PST from Oct 2023 to Sep 2024). This includes:

1. Reaching the target

Area/Site	Indicators (LOP Data)		
	Employers Engaged	Target	Percentage
Angeles City	145	171	84.80%
Quezon City	289	171	169.01%
Tagbilaran City	219	171	128.07%
Zamboanga City	179	171	104.68%
General Santos City	195	171	114.04%
Cagayan de Oro City	171	170	100.59%
OVERALL TOTAL	1,198	1,025	116.88%

PBEEd PST engaged 276 (78.86%) private sectors from October 2023 to September 2024. Overall, the PBEEd PST engaged 1025 employers (116.39%).

2. Anchor to the reason why youth are stronger today.

The contribution of the project in engaging the private sectors in helping the youth in their personal and social development is an important calculated strategy. It allows and provides the assisted youth life building skills, reinforced psychosocial health, and promotes civic engagement that allows our young Filipinos a chance to escape poverty, lead better and more fulfilling lives and contribute to national development.

b. Qualitative Data on Achievements and Results

i. Year 5 Quarter 1 (October 2023 - December 2023)

For the first quarter of Year 5, Opportunity 2.0 consortium partner Philippine Business for Education continued to help strengthen systems by collaborating with the private sector to boost the employability of upskilled out-of-school youth in different program sites.

We're helping more aspiring young entrepreneurs to jumpstart their businesses. In Cagayan De Oro City, over 100 ALS youth and BYOB completers from DepEd Division District East II were endorsed to DTI Misamis Oriental and DOLE Region IX for support in their pitched businesses. 15 BYOB completers from Tagbilaran ALS also completed their business plans under the third run of the Bohol Gentrep Z program, in collaboration with DTI Bohol, JCI Bohol Sandugo and Boholana Kisses, BCCI, and the city government of Tagbilaran.

In Angeles City, 31 partners from PESO, DepEd ALS, AmCham-North Luzon, TVIs, and HR managers from different companies tackled how DepEd ALS completers can be hosted for skills training and eventually be given employment assistance. New private sector partners from the HR, hospitality, and F&B industries in Zamboanga and Cagayan de Oro City were also newly engaged for potential collaborations to integrate OSYs in the workforce.



HR managers from various industries in a forum with AmCham-North Luzon that sought to identify the skills gap between OSY/DepEd ALS completers and industries' employment demands.

ii. *Year 5 Quarter 2 (January 2024 - March 2024)*

For the second quarter of Year 5, Opportunity 2.0 consortium partner Philippine Business for Education continued to engage the private sector for system strengthening to promote youth employability in different program sites.

A total of 13 youth were immediately hired in different companies such as Pizza Hut (Quezon City), local city hall (Tagbilaran), and Happy Tours Services (General Santos), after undergoing training. In total, 37 completed work immersion to help them become work-ready in their respective industries.

O2 was also recognized for its efforts in linking the private sector to aspiring young entrepreneurs. One of O2's devoted youth champions in Quezon City, the Philippine Chamber of Commerce, Inc., granted the team with the "Collaborator Award" for demonstrating "exceptional aptitude for working cooperatively across various disciplines and departments toward achieving shared goals in various causes."



USAID Opportunity 2.0 was recognized by PCCI-QC for its efforts in linking the private sector to aspiring young entrepreneurs, especially during its youth forum last year

We've also capacitated more businesses to continue the work that we do for our youth through a large forum. In General Santos City, over 80 partners from government agencies, LGUs, business groups and small businesses learned about sustainable business practices and various opportunities that can benefit from OSYs' creative skills from DTI Region 12 by integrating them into their pool of talents. Meanwhile in CDO, 21 participants from various private sector entities, educational institutions, and local organizations collaborated in validating the Skills Priorities and Local Labor Market Assessment study to identify pressing needs in the health sector. This event prompted TESDA Misamis Oriental with Out-of-School Youth Development Alliance (OSYDA) to consider enhancing the set of trainings they need to provide to address the sector's skills gap.

PBE's private sector team also helped convene private sector and YDA partners in program sites to help facilitate the smooth transition of OSYs taking further education, wage employment, self-employment track or volunteering and community engagement opportunities.

iii. Year 5 Quarter 3 (April 2024 - June 2024)

For the third quarter of Year 5, Opportunity 2.0 consortium partner Philippine Business for Education continued to engage the private sector for system strengthening to promote youth employability in different program sites.

In May 2024, Tagbilaran City government and partners under the Youth Development Alliance institutionalized a career readiness program to conduct an annual career guidance seminar with mock interviews among the city's DepEd ALS Senior High School learners, with the support of youth entrepreneurship mentoring, and the provision of livelihood opportunities for the Out-of-School Youth (OSY) along with other relevant training sessions.



Tagbilaran YDA partners institutionalize the career readiness program

15 industry partners from Cagayan de Oro City also took part in the pilot implementation of the industry sensitization on the blue and green economy and sustainable business practices aligned with O2's advocacy.

In June, Quezon City, Zamboanga, and General Santos City participated in the DTI Be Your Own Boss Program to give at least 30 OSYs from these PBE sites access to knowledge and other resources that would help them jump-start their business. In Quezon City, BYOB completers will also soon undergo orientation and register their small businesses to receive PHP20,000 worth of financial grants under the livelihood training and assistance program called Pangkabuhayang QC by the QC Small Business and Cooperatives Development Promotions Office (QC

SBCDPO). QC SBCDPO represents small businesses and cooperatives in the city and provides them capital, training assistance, and other means of support.

In the same month, 12 industry and government partners from Zamboanga also participated in a roundtable discussion to propose program policies that would support more OSYs in various opportunities and interventions. Some of the suggested initiatives as a follow-through include SK mobilization to update OSY profiles and institutionalization of a task force in charge of OSYs' career guidance, among others.

iv. *Year 5 Quarter 4 (July 2024 - September 2024)*

Summarized below are a series of key activities and engagements conducted in the different O2 PBE sites:

Angeles City

- Hired O2 Youth for wage employment (July 19, 2024)
- Monitoring Visit (Data Validation and Spot Checking) (Jul 29-Aug 1, 2024)

Quezon City

- O2 PCCI-QC Event: Young CEO Conference: Leadership and Sustainability for the Next Generation (July 27, 2024)
- Meeting with QC YDO (July 18, 2024)
- SBCDPO QC-Be Your Own Boss training (July 18, 2024)
- Monitoring Visit (Data Validation and Spot Checking) (July 29-31, 2024)
- NYC Writeshop on Magna Carta for OSY (Aug. 8, 2024)
- Hired O2 Youth for wage employment (July 1, 2024)

Tagbilaran City

- Monitoring Visit (Data Validation and Spot Checking) (July 8-11, 2024)
- Tagbilaran City Katipunan ng Kabataan (KK) Profiling, Assessment, Industry Validation and Planning (Aug. 8-9, 2024)
- Hired O2 Youth for wage employment (Sep. 3, 2024)
- Work Immersion Activities (June 20-July 18, 2024)

General Santos City

- O2 General Santos City OSY (Edukasyon, Negosyo at Trabaho) Fair (July 31, 2024)



OSY Fair at SM General Santos City in partnership with PESO and DTI during Yaman Gensan 2024. Six OSYs were hired on the spot in this activity.

Major O2 Event

- PS Summit 2024 :Expanding Opportunities (Sept. 8-11, 2024)
- USAID Opportunity 2.0 Close Out Evaluation Session (Sept. 12-13, 2024)
- O2 PST Year 5 Q3 Assessment and PS Summit Preparations (July 3-4, 2024)

v. Data Validation Results on Private Sector Engagement (Per Site)

PBE's MEAL (Monitoring, Evaluation, Accountability and Learning) Team conducts a yearly data validation in all PBE O2 sites to ensure that the information on Indicators Count (Employers Engaged, Youth Completed Work Immersion, and Youth Employed) are complete and accurate. PBE's MEAL Team conducts the data validation using a validation checklist to check and cross check the accuracy and completeness of sampled records. The questionnaire is composed of fourteen (14) "Yes" or

"No" questions that are filled based on the review of documents and interviews. A MEAL Staff and Operations Staff will administer the survey to beneficiaries and partners. Copies of completed questionnaires will then be forwarded to the MEAL team for consolidation and analysis.

A sample size of 19 cases (beneficiaries, partners, cost share records) per site will be reviewed and verified. A sample size per lot has been proven to provide acceptable precision (92 percent) to inform management decisions (and additional units do not significantly improve the precision). Because of the need for accuracy when reporting monitoring data, out of these 19, 16 of the records must be found to contain accurate data regarding beneficiaries participation, education/training status, employment, and others as required based on the project indicators to be approved and used (a threshold called the "Decision Rule" in Lot Quality Assurance Sampling). For a sampled case to be considered as accurate and reliable, all of the 14 questions of the attached checklist must be answered correctly.

The actual records from each beneficiary and partner will be randomly selected by using an online random number generator to select 22 random numbers between 1 and N where N equals the total number of records reported per site.

To ensure that the validation exercise accurately reflects the situation on the ground, the MEAL team will provide the list of sampled cases to the site staff 3-4 days in advance of the actual validation activities.

Below are the results of the data validation conducted in year 5 that highlight the positive private sector engagement with private sector partners in each site:

- *Angeles City*

The data validation results in Angeles City identifies a significant number of private sector partners "waiting for work immersion" placements for youth. This indicates willingness among these businesses to participate in this aspect of the project and provide practical experience opportunities for young people.

Several private sector partners were specifically identified as "offering youth employment." The willingness of these businesses to hire indicates positive engagement with the project's employment goals.

The data validation results also highlight that some private sector partners in Angeles City, demonstrated their commitment to youth development by contributing to youth training and curriculum development as members of the Angeles Youth Development Alliance (YDA). This type of engagement is valuable for strengthening the project's impact.

- *Quezon City*

The data validation result identifies Tikme Dine/Royal Care as a business "willing to consider partnering again with PBE/USAID." This suggests openness to future collaboration and engagement with the project.

- *Tagbilaran City*

The data validation results identified four private sector partners who expressed a need for the youth to participate in work immersions. This indicates a demand for young trainees and a potential opportunity to connect Opportunity 2.0 youth with practical experiences in these businesses.

These private sector partners also indicated a willingness to extend work immersion placements to one month and to offer potential employment opportunities to youth who demonstrate the necessary skills and commitment during their internships. This indicates a positive outlook towards hiring Opportunity 2.0 youth.

The data validation results also highlight JCI Bohol Sandugo, which, while transitioning its focus to environmental protection, expressed a commitment to "youth skills training." This presents an opportunity for continued partnership with the organization, potentially aligning their revised focus with the skills development component of Opportunity 2.0.

Caltia's Food Station is identified as a business owned by an Opportunity 2.0 youth. While not directly related to their engagement with the project during the data validation, this signifies the program's positive impact on youth participants and their entrepreneurial endeavors.

House of Lechon, already acknowledged for hosting work immersions, is specifically identified as having "ongoing youth employment." This indicates a commitment to providing employment opportunities for young people, aligning with a key goal of the Opportunity 2.0 project.

- *Zamboanga City*

The data validation results in Zamboanga City note that there are "current partnerships with PESO and YDA for partnership sustainability." This suggests that existing collaborations with local stakeholders could be leveraged to improve private sector engagement in the future.

- *General Santos City*

The data validation results in General Santos City reveals positive findings from three businesses:

- Greenleaf Hotel: This hotel has successfully hosted youth for work immersion experiences.
- ZGER Delicacies: This business has demonstrated a commitment to hiring project completers by employing one youth as a part-timer. The employment signifies an intention to provide opportunities for Opportunity 2.0 youth.
- OJS Space Concept Enterprise: This private sector partner has also engaged positively with the project by hosting seven youth for a three-month work immersion. This signifies a willingness to invest in providing practical experience for a significant number of young people.

- *Cagayan de Oro City*

The CDO data validation results highlight Fabello Primero Catering as a positive example of private sector engagement. This private sector partner provided allowances to youth trainees/OJTs during their work immersion. This demonstrates a commitment to supporting youth and recognizing the value of work experience.

C. Improved Transition Support Services for Work Immersion and Employment of Youth by Local Agencies, Organizations, and Institutions (DOLE, PESO, PMAP, LSPs). *O2 will enhance the capacities of youth-serving local partners to deliver effective support services for transitioning OSY to workplace experience opportunities and eventual wage employment.*

a. Key Considerations

i. Employment

Area/Site	Indicators (Year 5 Data)		
	Youth Completed Work Immersion	Target	Percentage
Angeles City	33	50	66.00%
Quezon City	17	70	24.29%
Tagbilaran City	37	35	105.71%
Zamboanga City	33	40	82.50%
General Santos City	29	45	64.44%
Cagayan de Oro City	11	50	22.00%
OVERALL TOTAL	160	290	55.17%

Area/Site	Indicators (LOP Data)		
	Youth Completed Work Immersion	Target	Percentage
Angeles City	111	117	94.87%
Quezon City	63	117	53.85%
Tagbilaran City	68	117	58.12%
Zamboanga City	74	117	63.25%
General Santos City	67	116	57.76%
Cagayan de Oro City	30	116	25.86%
OVERALL TOTAL	413	700	59.00%

PBEd PST facilitated 160 (55.17%) youth who completed work immersion from October 2023 to September 2024. Overall, the PBEd PST facilitated 413 youth who completed their work immersion (59%).

Area/Site	Indicators (Year 5 Data)
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	Youth Transitioned to Wage Employment	Target	Variance
Angeles City	10	69	14.49%
Quezon City	7	5	140.00%
Tagbilaran City	26	15	173.15%
Zamboanga City	3	20	15.00%
General Santos City	7	20	35.00%
Cagayan de Oro City	4	20	20.00%
OVERALL TOTAL	57	149	38.25%

Area/Site	Indicators (LOP Data)		
	Youth Transitioned to Wage Employment	Target	Variance
Angeles City	62	30	206.67%
Quezon City	40	29	137.93%
Tagbilaran City	57	29	196.55%
Zamboanga City	37	29	127.59%
General Santos City	22	29	75.86%
Cagayan de Oro City	19	29	65.52%
OVERALL TOTAL	237	175	135.43%

PBEd PST facilitated 70 (46.98%) youth who transitioned to wage employment from October 2023 to September 2024. Overall, the PBEd PST facilitated 237 youth who transitioned to wage employment (135.43%).

The accomplishment was contributed by the support of the NGAs (DOLE, TESDA, DepEd), LGUs (PESO), Business Group, and Employers. The regular data quality review shows that the project PS activities have successfully impacted curriculum development, youth training, work immersion, wage employment, and policy advocacy.

During the data validation visits conducted by PBE's MEAL team in year 5, the employment outcomes of the project vary per site. Below are the summarized results per site:

- *Angeles City*

The data validation in Angeles City revealed that out of the 19 youth interviewed, 7 (37%) were currently employed. Two youths (11%) were actively seeking employment.

- *Quezon City*

Of the 13 youth participants interviewed in Quezon City, three were employed, one was self-employed, and the rest were continuing their studies or were unemployed.

- *Tagbilaran City*

The Tagbilaran City data validation results indicate positive outcomes related to employability skills, with all 19 youth possessing NCII certifications.

Out of the 19 youth, 5 were confirmed to be employed, some in positions aligned with their training (e.g., assistant cook).

- *Zamboanga City*

The Zamboanga City data validation results highlight positive outcomes in terms of youth completing the project's intervention funnel, progressing from training to work immersion to employment or higher education.

The data validation results mention that the remaining 18 youth expressed a desire for work and needed assistance with transitioning to employment.

- *General Santos City*

The General Santos City data validation results showed that some youth were reported to be self-employed, running businesses like dry goods retailing, internet services, and sari-sari stores.

- *Cagayan de Oro City*

One out of the eight youth interviewed who did their work immersion at a fast-food restaurant, was subsequently contacted by Pater Al Kuwait for a job opportunity, despite not sending an application. He is currently employed in said restaurant.

- ii. Include a change of mindset of key actors – on opening doors to OSYs
e.g. PESO VC – creation portal, job fairs, HOTS

The capacity building of NGAs (DOLE, PESO, TESDA) through the series of activities with the private sector, academe, and youth widen the understanding of government representatives in the current needs of the OSYs, skills needed by the industries, and the needs of alignment and enhancement of our formal and informal education system.

The successful information education campaign strategy through the exploratory meetings and important private engagement activities open a door of opportunity for OSY personal and social development.

The collaborative environment set and nurtured by the project enables the youth to access skills training, work experience, participate in job fairs, and acquire wage employment. The data quality review shows 6 active Youth Development Alliance (YDA) that are now providing training to employment pathways that are participated by 33 Private Sector as of year 5 and (158 whole LOP) that are offering employment to OSY.

- iii. QCU – priority for enrollment
No info available. Initiatives are under YDT.

- iv. PS provided regular mentoring and coaching

Private sector activities like forums, workshops, and consultative meetings have led to curriculum development. Although there is no intended documentation, the document review shows that it supported curriculum development.

There are 97 Private Sector partners who facilitated life and technical skills, career readiness, and entrepreneurship among participating youth.

The skills and learning activities continue in the work immersion where the PS mentors and coaches the youth in the real life scenario in the workplace.

b. Private Sector Story Highlight

i. **Providing an avenue for a better life through workplace experience opportunities and eventual wage employment**

1. Success stories/Key highlights on wage employment transition (Anecdotes/Quotes/Short story of transitioned youth; Partners reception to the program/ new initiative or actions of PS that play a vital role in changing the lives of the youth.



Romelyn is a part-time Barista at Bean Stoked Cafe in Cagayan de Oro City. Early on, she decided to drop her aspiration to become a nurse. She needed to focus on taking care of her one-year-old child. Despite the circumstances, she still aims to provide the ideal life for her family. She sought opportunities to build her competencies to land on a job, one of them is joining the Opportunity 2.0 program.

Through O2, Romelyn gained critical skills like inventory management and customer relations. She also completed specialized technical training at Jamaican F&B Training Center, a TESDA-certified partner of O2 that equips youth with the skills needed for success in the coffee industry, she learned how to operate a coffee machine and various brewing techniques, making her a valuable asset to any coffee business. Recognizing her potential, Glynis, the owner

of Bean Stoked Café, offered Romelyn a part-time position. With private sector partners like Bean Stoked and Jamaican F&B, they gave out-of-school youth like Romelyn a second-chance opportunity, giving them a future they can look forward to. Today Romelyn applies the techniques and even gains more experience in the industry. She also aspires to build her own cafe someday.

- i. Supporting data includes: (Data should be from Oct 2023 to Sep 2024)

PS who provided work immersion

Site	Year 5	LOP	LOP % (EE)
Angeles City	9	20	13.79%
Quezon City	4	18	6.27%
Tagbilaran City	7	21	9.59%
Zamboanga City	5	6	3.41%
General Santos City	1	8	4.10%
Cagayan De Oro City	3	7	4.09%
OVERALL TOTAL	29	80	6.71%

PS who provided wage employment

Site	Year 5	LOP	LOP % (EE)
Angeles City	10	44	30.34%
Quezon City	2	19	6.62%
Tagbilaran City	12	38	17.35%
Zamboanga City	1	30	17.05%
General Santos City	1	15	7.69%
Cagayan De Oro City	1	12	7.02%
OVERALL TOTAL	27	158	13.24%

ii. Number of employed youth per site (or transitioned)

Site	Year 5	LOP
Angeles City	11	62
Quezon City	6	40
Tagbilaran City	29	57
Zamboanga City	3	37
General Santos City	8	22
Cagayan De Oro City	4	19
OVERALL TOTAL	61	237

iii. Number of PS partners as host

Site	Small	Medium	Large
Angeles City	19	10	14
Quezon City	7	4	7
Tagbilaran City	21	6	8
Zamboanga City	14	4	11
General Santos City	9	2	4
Cagayan De Oro City	7	3	2
OVERALL TOTAL	77	29	46

iv. Policies/MOA/PA/MOU etc.

There were 16 Policies/MOA/PA/MOU that are influenced by O2 PBE sites (Angeles City, Quezon

City, Tagbilaran City, Zamboanga City, General Santos City, and Cagayan De Oro City). These agreements likely covered a range of topics related to the implementation and support of the Opportunity 2.0 program, such as funding, support curriculum development, YDA partnership, Policy, and community and professional development.

Notable policies that have been lobbied or approved or roundtable discussions conducted for Y5 alone include:

- **Quezon City:** Sangguniang Panlungsod Ordinance 3273 was signed on April 22, 2024, establishing a local framework for the rights and welfare of OSYs. Private sector partners are involved in the IRR phase to discuss lessons and best practices that can benefit the alliance and sustain OSY initiatives.
- **Tagbilaran City:** MOA signed May 24, 2024 to implement the Annual Career Readiness Program for OSYs and ALS learners, featuring annual career guidance seminar, entrepreneurship training led by Tagbilaran LGU and various partners from the public and private sector. Private sector (Junior Chamber International; People Management Association of the Philippines; Bohol Association of Hotels, Resorts, and Restaurants) were among the signatories of the MOA.
- **Zamboanga City:** In a policy roundtable discussion with private sector partners last June 5, the alliance tackled the importance of mobilizing to improve youth profiling. They also touched on the importance of boosting career guidance efforts in the community by cascading new DOLE DO 245-24 (Career

Development Support Program) to PESO and JPOs, passing an ordinance that will create a team responsible for career guidance to OSYs, and adopting a model for youth mentoring program. PS partners involved in the roundtable discussions were Chowtime Cuisine, Hotel and Restaurant Association of Zamboanga, PHIDCO, Nationwide Hardware, Oiliya, and PhilExport.

- **General Santos:** EO 30, series of 2024, seeking to organize a TWG to develop the Workforce Development Plan was signed August 7. The O2 team, including key private sector partners such as the GenSan Producers Association, KCC Group, Robinsons, as well as representatives from chambers, construction, and BPO industries are involved in the discussion. applying lessons and best practices to strengthen systems for OSYs.
- **Nationwide:** The O2 team was involved in the writeshop for the Magna Carta for Out-of-School Youth on August 8, 2024, inputs from which will be lobbied when a Senate version of the bill is filed for eventual passage. Key recommendations for the private sector, including more accountability for enterprise-based training and transition for youth as well as monitoring, and proper incentivization for industries to boost their involvement in such initiatives were noted.

Apart from these Y5 initiatives, key PST-led initiatives throughout the project implementation period sought to strengthen systems for OSYs through policy workshops with the private sector and YDA members, career development support,

entrepreneurship training, and conduct of local labor market assessments and sensitization forums. These were all conducted to align labor market demand, match OSYs who are fit for the job, and more importantly, build a solid community of youth champions who will sustain the program for youth development.

v. Data on regular mentoring and coaching

1. List of PS or partners that provided services

Site	Year 5
Angeles City	<ol style="list-style-type: none"> 1. Tandem and Steffen Dev Co 2. PRI Medical Center 3. Mosuela, Buan and Associates Law Firm 4. DreamCare 5. Tandem and Steffen Dev Co 6. FAST Laboratories 7. Elti Group of Company 8. Savers Group Holdings Inc. 9. Clark Marriott Hotel
Quezon City	<ol style="list-style-type: none"> 1. Philippine Pizza, Inc. 2. Savers Air Solutions 3. Waterkonsult 4. Pimp My Nails
Tagbilaran City	<ol style="list-style-type: none"> 1. Dimsum Break 2. Harbour City 3. House of Lechon 4. D'Rose Resto Café 5. MayFresh Bakeshop 6. JJ's Seafood Village 7. Kew Hotel
Zamboanga City	<ol style="list-style-type: none"> 1. Astoria Hotel 2. Yubenco Global Ecotel 3. Chowtime Cuisine 4. Toyota Zamboanga 5. Sailors. Tuna Grilling Station Zamboanga
General Santos City	<ol style="list-style-type: none"> 1. Dellosa Design Build Services
Cagayan De	<ol style="list-style-type: none"> 1. Faithful Stewards

Oro City	Corporation DBA Pater Al-Kuwait-Chocoro Ompoc 2. Gerry's Grill 3. Toyota Cagayan de Oro Incorporated
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D. 2.2.4 Improved Transition Support Services for Self-Employment and Entrepreneurship of Youth by Organizations, Local Agencies, and private sector. *O2 will work with national and local organizations and agencies to increase support services for entrepreneurship and self-employment of youth through the following activities:*


a. Key Considerations

- i. DTI'S BYE, accelerator program: To sustain DTI's initiatives supporting youth startups and other platforms for young entrepreneurs to connect with businesses
- ii. YEP BYOB, institutionalized: Implementation of a national program to promote youth entrepreneurship development across the country.
- iii. QC SBCDPO – BYOB: With QC SBCDPO integrating BYOB modules in the city, OSY entrepreneurs are capacitated and even supported with livelihood assistance or capital through Pangkabuhayan QC so they can start their own small business.
- iv. Youth Participation in Trade Exhibits: Young entrepreneurs, including those under the O2 program, are regularly tapped to take part in DTI's trade exhibits, allowing them to showcase their products and even expand their networks. This can be replicated in other sites or by other agencies to support youth-led small businesses.
- v. Access to Finance

b. Private Sector Story Highlight

i. **Building a stronger youth today to lead the way**

Success story/key highlights on Entrepreneurial transition (youth with business or who were able to establish their own business) and Private Sector or Partners stories relative to entrep training provided to the youth, change of mindset/views).



“
 Dahil sa mga binigay na trainings ng USAID O2 at Youth Development Alliance, nagkaroon ako ng experience, knowledge, skills, at confidence sa pagluluto. Na-explore ko rin ang pag-mamanage ng aming stall.”

MADGIE GULTIA
 Opportunity 2.0 youth Owner, Caltia's Donuts

USAID OPPORTUNITY 2.0 PROGRAM
 Second-Chance Opportunities for Out-of-School Youth

Madgie Gultia, owner of Caltia's Donuts in Tagbilaran City, embodies the transformative impact of collaborative partnerships between the private sector and government. With no prior entrepreneurial experience, Madgie joined USAID Opportunity 2.0 and Tagbilaran City's Youth Development Alliance (YDA), where she gained critical business skills through programs like Work-Based Learning (WBL) and the Youth Entrepreneurship Program (YEP) from DTI Bohol. Madgie honed essential entrepreneurial skills with vital support from O2 Private Sector Partners, who provided valuable guidance during YEP activities like business pitching. Through YDA's internal referral mechanisms, she pursued a Cookery NC II certification to enhance her cooking and baking skills and to improve their family business, which grew to be Caltia's Donuts. Originally a home-based operation offering traditional meals, the family shifted to pastries, aligning with Madgie's growing expertise.

Today, Madgie fully manages their kiosk at Dao Terminal, selling up to 2,000 donuts per week. With recent support from the Department of Science and Technology (DOST) and the Bohol Island Development Foundation (BIDEF), she received a mixer, stainless steel racks, and tables, further expanding the business. Madgie's success highlights how, with the right training and opportunities, out-of-school youth can not only survive but thrive in their businesses.

a. Supporting data includes: (Data should be from Oct 2023 to Sep 2024)

i. Number of youth trained with BYOB

Year 5 data is still being processed by EDC MEL. It will be available by the 3rd week of October 2024.

ii. Number of youth with business

Site	Count
Angeles City	9
Quezon City	6
Tagbilaran City	13
Zamboanga City	5
General Santos City	1
Cagayan De Oro City	7
OVERALL TOTAL	41

iii. PS Summit experience



Delegates from industries, government and youth groups convene at the Private Sector Summit held last September 10, 2024.



A trade fair exhibit was executed on the sidelines of the PS Summit. Grace Baluyan of DTI and Yvette Malcioln of USAID are seen interacting with the youth exhibitors who completed the BYOB program.

1. Number of youth participants: 28 youth (17 trade exhibit entrepreneurs, 11 ordinary youth delegates)
2. Total gross: No info on trade exhibit earnings
3. Anecdotal stories from PS Summit (Youth's reflective moment in the event)



O2 youth Leslie Libanta at the Private Sector Summit

As the eldest of seven siblings, 23-year-old senior high school graduate **Leslie Libanta** shared during the summit that she had to bear the burden of being a breadwinner of the family, causing her to set aside her aspirations.

Leslie looked back at the various upskilling programs, including entrepreneurship skills-building with DTI's Be Your Own Boss; financial literacy through the non-profit Catholic Relief Services' Savings and Internal Lending Community' and work immersion that helped her apply her newfound knowledge and gained hands-on experience. Now, Leslie is successfully thriving as an administrative staff at ManuLife.



O2 young entrepreneur Ryan Corod at the Private Sector Summit

Ryan Corod, on the other hand, was a third-year college student when he stopped schooling due to personal struggles that were weighing him down. He then found himself in a barista training program under USAID Opportunity 2.0. With limited resources, he juggled doing coffee

deliveries alongside his job at a high school canteen, where he sold street food to supplement his income. What began as a small venture eventually evolved into a full-fledged business, through the support of the Department of Science and Technology's food cart; equipment, and materials from the Department of Labor and Employment; and the city government of Cagayan de Oro that granted him a space within the city hall where he could set up his shop. Now, Ryan is a full-time entrepreneur and owner of D.A.K.S. Cafe, which translates to "I have a bright future in coffee."

4. Number of youth who became a supplier or a partner of a PS:
 - iv. Youth's perception on ATF or anecdotal stories relative to Financial inclusion (realization)
 1. *PS Summit workshop results/insights on ATF:*
Youth in NCR, Cebu, and Davao commonly face significant challenges when accessing financial services. These challenges include the absence of collateral, limited access to digital platforms, low levels of financial literacy, and difficulty reaching formal financial institutions. To address these barriers, several key initiatives are essential such as cultivating an entrepreneurial mindset through targeted training, enhancing youth access to microfinance and loans, and strengthening ties between communities and industries via structured partnerships and mentorship programs. Crucial to these efforts are government agencies, private sector players, and educational institutions. Their role involves promoting Memorandums of Understanding (MOUs) and Memorandums of Agreement (MOAs) aimed at youth empowerment, advancing financial literacy programs, reducing documentation hurdles, and creating policies that support youth entrepreneurship and financial inclusion.
 2. *BPI Foundation engagement:* The BPI Foundation, represented by Program Senior Manager Mr. Roberto Manolo, expressed

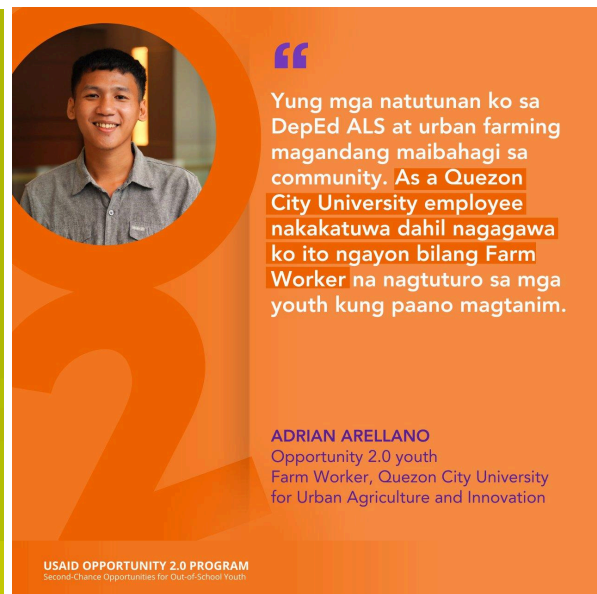
strong support for promoting financial inclusion among out-of-school youth. The Foundation is committed to aligning its efforts with the Opportunity 2.0 program through targeted financial literacy initiatives. Mr. Manolo emphasized that, according to a global study, the Philippines ranks in the bottom 30 out of 144 countries in terms of financial literacy, underscoring an urgent need for action. In response, BPI is planning to launch its Financial Education Program, with pilot initiatives in Iloilo and Cebu.

E. 2.2.2 Promote Green Jobs Among Local Training Providers, employers and create green entrepreneurship opportunities



Panel discussion with O2 youth during the Blue and Green Economy event with PCCI Quezon City.

- a. Key Considerations
 - i. Green Business survey tool – include in the TY note
 - ii. GT results – TIP
 - iii. BGE /Green Companies – impact stories lifted from the PS sensitization events
 - iv. Green Job Act
 - v. Key/significant insights from the Green Business survey tool
- b. Private Sector Story Highlight
 - i. **Changing/driving mindset to sustainability**
 - 1. For the BGE Story, we will be focusing on the drive of sustainability encompassing the sensitization of the mindset of the youth and partners.
 - a. We will need the following information:
 - i. Story of PS partners or mind-changing experiences relative to BGE during all BGE events



During PCCI-QC's BGE Sensitization Forum held last July 27, 2024, sustainability advocates actively participated and took part in the discussion of boosting the employability of youth in the blue and green industries. Bambuhay Owner Mark Sultan Gersava shared how his social enterprise seeks to solve plastic pollution by promoting the use of their plantable toothbrush product that can grow into a bamboo after three months of use.

Meanwhile, O2 youth Adrian Arellano also shared to the crowd his initiative to train sustainable farming practices at the Quezon City University Urban Farm Innovation and Learning Center. His hands-on approach and commitment to community education showcased the profound potential of convening green advocates who also want to make a difference to the community.

- ii. The stake and reception of the youth on BGE
- iii. Initial analysis of the Green Business tool
- iv. The GT experience and its role in developing or ferrying the youth into green skills. Knowledge sharing across sites.

F. Lesson learned/Challenges/Hiccups

a. Private Sector Story Highlight

i. Engaging to the rising challenge

1. Records of the challenges faced for Y5.

a. *Partnerships*

As a consortium partner, PBE has to:

- Undertake actions that are aligned with its purpose/vision
- Articulate our policy/system priorities and how the activities contribute to it
- Leverage strength, expertise, network
- Exercise autonomy

Through the years, the PS team accumulated these learnings which can be applied in other programs

- Focus on youth employability, not on PS numbers
- Quality partnerships greater than quantity
- Engage/capacitate/involve PS actively in youth mobilization
- Enhance not disrupt existing good systems on the sites

b. *Youth Mobilization and Engagement*

Reaching the targets of Work Immersion and Entrepreneurship was heavily dependent on the number of youth recruited which was primarily under the scope of the Youth Development Officers. In addition, the initial runs of BYOB and WBL and to its extent the Work Immersion were

not mandated to be implemented in the sites' Schools Divisions and ALS Community Learning Centers (CLCs). The low count of youth recruited compounded with their high attrition rates of ALS completers impacted the engagement with the Private Sectors and achieving the overall objectives of the program.

Faced with this challenging situation, PSOs were encouraged to collaborate further with the Youth Development Team and YDAs in order to ferry youth to the Wage Employment and Self Employment tracks. This led to various initiatives and mechanisms to establish pipelines with varying degrees of success rates per site.

The Internal Referral System (IRS) has proven to be effective in endorsing youth to YDTs and PSOs who eventually arrange and oversee the engagement of youth into Private Sector Establishments. The challenge now is for YDAs and YDA Secretariats to plan and sustain the engagement of Private Sectors without the necessity of making them members of the alliance.

c. *Policy and Advocacy*

There was a lack of accessible data (e.g. youth profile) and non-intensive profiling, which is essential in providing targeted services for the youth and other vulnerable groups. The lack of accessible data also affects how the youth are made aware of available opportunities assisting them in participating in education, employment, or self-employment pathways.

Additionally, there was also a lack of wrap-around support for the youth, to assist them in accessing opportunities such as training projects.

There is a need for complementarity between existing youth programs, as often they are implemented by independent agencies and organizations and thus rely on changing leadership and funding. This affects the

sustainability and follow through of policy pushes and the implementation of programs.

Furthermore, there is also a need for training opportunities designed to equip the youth with soft-skills (e.g. work and mental readiness, values, communication skills).

Lastly, there is a need for the establishment of clearer feedback channels where the private sector can communicate their needs to education institutions and government agencies.

d. *Communications*

For media pickups, O2 PST Communications team has garnered a total of nine pickups amounting to 949,898php. Some of the top media outlets include ABS-CBN News, The Post, and Philippine Information Agency.

For social media, O2 Facebook page has reached 35,046 followers, 29,387 Likes, 2,869,685 Page reach, and 510,827 Page engagement. All with the help of various campaigns from Wednesday Wins featuring quotes from O2 youth, PS, and government partners. Creative content in graphics and video format were also drafted particularly for the PS Summit. These include two video teasers that reached almost 200,000 reach, a live stream, same-day edit, and a photoset. All in all, this helped boost O2 page reach by more than 300,000 figure.

Recommendations:

There must be a branding alignment with the implementing partner (ex. Youth x PS component). The brand's visuals should consistently evolve while staying true to its original identity, ensuring a fresh and engaging look without being repetitive or monotone.

A good relationship must also be built with LGU PIO in order to generate higher media pickups. Sharing targeted press

releases with local media boosts traditional media pickup by aligning with their audience and interests.

Additionally, there should be a dedicated tracker that organizes interview and event materials including photos, videos, and detailed information like names, designations, and offices for easy access. As a consortium partner, clear decision-making protocols should be established from the start, ideally giving PBEd full autonomy in rolling out the communications campaign. The programmatic needs should also be communicated to the comms team to enhance exposure through targeted campaigns and dedicated boosting for the sites that need it most.

It is also important to have a printed copy alongside a digital copy of the program to cater to varied participants.

e. *Operations*

During year 5, it was observed that the operations process, guidelines, and policies were a bit unclear to the O2 programmatic team. This was the reason why the operations team, together with the MEAL team, underwent a workshop to create a process flow that would simplify the operations process which made it easier to understand by the programmatic team. The operations process is crucial for the programmatic team to be familiar and well-versed in as they are using that process in order to implement the project.

f. *Capacity Building*

Facing the last phase of the project, the majority of the staff have been engaged in professional development opportunities. This phase also offers an opportunity to the project stakeholders to take over the facilitation of youth exits to wage and self-employment. Mainly, in the facilitation of 21st Century Skills Training, Work-based Learning (WBL) and Be Your Own Boss (BYOB) programs.

Internal challenges

- No O2 project simulation for new employees
- No guidelines on allowable cost
- LLMAAs should be based on appropriate and statistical methods

External challenges

- Modules added burdens rather than strengthening the systems with DepEd ALS
- TOTs for stakeholders (DOLE, PESO and ALS)

g. Monitoring, Evaluation, Accountability and Learning (MEAL)

In the year 5 of the project, the MEAL team saw that many of the staff are still unfamiliar with the MEAL processes (activity report utilization process, operations process) which resulted in having a lot of missing MOVs and information in the PS Trackers. This initiated the team to create a simplified visualization of the MEAL processes to be introduced and orient the O2 programmatic team on. In addition to this, the MEAL team also continued to backtrack the missing MOVs and information in the PS Tracker which helped in the tracking and recording of the O2 targets and accomplishments.

h. Private Sector Summit

Sense of urgency, value for the smallest details and proper foresight are the important qualities that all committees must possess in organizing the PS Summit.

It is crucial for organizers to ensure timely approvals and heavy involvement as early as the conceptualization phase of the event. Furthermore, they must also consider PWD-friendly event venues during the ocular (with ramps, alternative to stairs).

The master trainers are the best people who should lead and facilitate the workshops and should have been

included in the process in the early stages of the preparations.

2. Records of the best practices in Y5.

a. *Partnerships*

- Regular articulation and alignment with Prime (EDC)
- Regular checkpoints to revisit activities vs. purpose
- PST wins in PS interface:
 - Good relations with DTI
 - PS are participating in BYOB, Business Plan Pitching
 - Hand Holding PS & Youth Champion
 - Industry led activities
 - MOU/MOA with PS partners (work immersion to employment)
 - PS local monitoring visits

The PS team also learned to implement the following strategies to boost partnerships and strengthen PS participation in the program

- Value and utilize existing partnerships with chambers and business groups - bigger units that can influence cohorts and members about the premise of O2 activities. This strategy was proven effective in implementing the BGE activity in Quezon City and in the conduct of PS sensitization activities in GenSan (BizTrends), Angeles (Events with AmCham), and Cagayan de Oro (Hinabi Summit).
- Engagement of new industry partners and establishments was based on the recommendations of partner TVET schools in IRS. This was what Tagbilaran City did to tap other potential PS partners for the year.
- Maintain relationships with loyal partners that are well-affiliated with industry groups to lead to successful engagement of more private sector partners. This strategy was proven effective by tapping PhilExport and its connections with

seaweed and seafood exporters, canning factories under Sophil, and other MSMEs.

b. *Youth Mobilization and Engagement*

- Collaborating with OSYs and Youth-led and serving organizations (e.g. KabaHIn, PYAP) that helped in facilitating youth programs and activities
- PSOs initiated and advocated for youth mapping and profiling.
- Internal Referral Systems were introduced for YDAs

c. *Policy and Advocacy*

- Stakeholder Management is imperative in pushing for and the sustainability of policy agenda
 - Not only must their numbers be considered, but their quality as well (e.g. commitment, competence, influence, power, and resources)
 - Involved activities such as alignment / socialization with LGU executives, political and power mapping, and conduct of policy workshops.
 - Private sectors in most areas show commitment to be involved in efforts for youth support.
 - All 6 areas have a functional Youth Development Alliance (YDA), which is a step towards ensuring the sustainability of policy efforts.
- Best practices in Angeles City
 - Involvement of youth, PS, and government (LGU) sectors in policy workshops supporting youth centered initiatives.
 - Existing signed MOU with PS, PESO, and LYDO for Youth Training to Employment Program.
- Best practices in Tagbilaran City
 - Members of the YDA are included in relevant policy pushes such as the MOA

(aimed to institutionalize YDA's Career Guidance programs).

- Members of the YDA invite their partners to be part of the policy discussions.
- The responsiveness of legislators (Mayor and SK Fed President) to adopt policies boosted the “morale” to initiate other policy pushes as well.
- Best practices in Quezon City
 - The creation of the Education Affairs Unit under the QC LGU is a good platform for allies to rally education reforms in QC.
 - QC LGU, through EAU, has dedicated budget allocation for youth programs.
 - QC local leaders (e.g. Mayor Joy Belmonte, Cong. Ally Medalla) are strong Education advocates.
 - PBEd has established strong ties with QC LGU (implementation of multiple programs in QC).
 - PBEd through O2 has influenced enactment of the ordinance institutionalizing the QC Youth Development Alliance and the Establishment of a Local Framework for the Rights and Welfare of the OSY of Quezon City.
- Best practices in General Santos City
 - Inclusion of PBEd in the Technical Working Group (TWG) mandated to create the Workforce Development Plan.
 - Sustained meetings with the YDA
 - Inclusion of different sectors in the YDA (e.g. PWD, CICLs).
- Best practices in Zamboanga City
 - Existence of the GIA Council and their allotted budget.
 - Good rapport with cooperative Private Sector Partners.
- Best practices in Cagayan de Oro City

- Government, industry, and academe partners replicating the Private Sector Summit on a local scale through the Hinabi Summit, the highlight their key role in improving CDO's workforce development system

d. Communications

- Create fun content with easy questions, such as "Guess the word" to generate engagement.
- Notify site coordinators on content related to their site to share with their partners.
- Tag @/followers and @/topfans via the comments section with a question to generate engagements and reach.
- Apply marketing trends to enhance reach and engagement, and collaborating with PBEEd comms allowance for better budget optimization and more efficient use of materials for boosting.
- Producing more success stories provides proof of concept, helping sites sensitize the private sector and mitigate stigma around the employability of out-of-school youth (OSYs).
- Outside of interviews, capturing sound bites during events to be created as a quote card.
- Update pitch deck and briefers yearly. Make sure to print copies of briefers for events, especially in the early stages of the program.
- Producing a quarterly newsletter and distributing it to private sector partners keeps them informed and engaged.
- Brief resource speakers and QA speaker's deck before the event.

e. Operations

- Respecting the work-life balance and personal endeavors
- Positive reinforcement by the program manager on the team culture (all go-getters, no freeloaders)

- Hiring people with strengths that really complement the work (good team synergy)
- Adaptability of the team to change
- Good internal communications, no working in silos
- Previous work experiences added value to the systems/process

f. Capacity Building

- Internal best practices
 - Professional Development opportunities availed by O2 staff
 - Knowledge sharing among employees on how to support the project
 - Evaluation and research support for partners
 - Weekly technical alignment meetings every Friday via zoom
- External best practices
 - Involvement of DepEd ALS, PESO in work immersion and youth deployment
 - Providing the right timeline for the learning curve
 - Industry-led activities in the site

g. Monitoring, Evaluation, Accountability and Learning (MEAL)

- MEAL team created process flows for different MEAL processes to simplify them to the staff
- Activity Report (AR) has been established as the standard/universal MOV
- Backtracking of missing MOVs and verifiable information helped finalized the V8 PS Trackers
- Existence of easy-to-understand trackers for reference/documentation
- A yearly monitoring visit (for each site) were done by the MEAL team which was started during Year 3 and continued in Year 4 and 5

h. Private Sector Summit

- Intentional conceptualization of the summit and ownership of roles, applying all the lessons learned and refining processes based on the previous run of the events.
- Integrated master file for all committees, timelines, and other processes for PBEd and EDC teams
- Organized email templates
- Successfully secured event suppliers (A Carta for documentation, High Impact for lights and tech supplier)

G. PSE Future Outlook

a. Private Sector Story Highlight

i. **Going full speed ahead of the game**

1. Future engagements

PBEd will continue its engagement with private sector, business groups, NGAs, and NGOs through the Local Advisory Councils (YDAs). The documentation through the MEAL Data Validation of the different stakeholders role in crafting skills to employment pathways shows that it is aligned to the WorkForce Development Program of PBEd. The future engagement will focus on helping the LACs in developing the operational framework, road map, research (LMIs), and implementing WFD projects.

2. Handover

PST PBEd is now starting relevant activities related to the End of the Project Evaluation (EPE). A consolidated data quality review from Year 1 to Year 5 has just been conducted in the month of September 2024 and is the basis of the backtracking of means of verifications and missing information related in the PST V8 Tracker.

Alongside with the final DQR is a review and reflection activity that was conducted on September 12-14, 2024 to document and map out important events on key project implementation themes (program, partnerships, communications, policy & advocacy, operations, and MEAL). The results are consolidated to identify best practices and lessons learned in the project implementation from Year 1 to Year 5.

A key stakeholder (project staff, PS, NGAs, youth) survey is currently ongoing. The results will be utilized to help address unclear areas in both qualitative and quantitative data of the projects, and to validate project accomplishments.

Collection of individual staff files and archiving will be conducted in the month of October 2024.