Global Apprenticeship Network (GAN)
GAN Global is a business-driven multisector alliance, fusing education and employment through work-based learning.

We bring together private sector companies, employer federations, international organizations and thought leaders across the globe.

Our members are leading multinational corporations and international organizations who are shaping global and community policies and approaches.

Our goal is to accelerate the acquisition of skills and capabilities for all segments of the workforce and build a sustainable talent pipeline for business that can match the pace of change in the world of work.

GAN Global goals support the SDGs
WHY WORK-BASED LEARNING

The growing divide between the skills businesses need and the skills people have threatens the sustainability of business, augments wage inequality and makes it even more difficult for people without the right skills to get a job or to stay employed.

Work-based learning, including apprenticeship, is a cost-effective way to solve the mismatch between the skills people have and the skills businesses need. The approach aligns education with evolving labour market demands, enabling people and businesses to remain agile and unlock the new opportunities created through the changing world of work, rather than be threatened by them.
WHAT WE DO

INFLUENCE

Businesses to become learning organizations, and together with governments, to create enabling environments

FACILITATE

Multi-sector dialogue focused on creating an enabling environment for work-based learning

SHARE

Proven and promising models

IMPLEMENT

Through our networks
WHERE WE WORK
OUR GLOBAL MEMBERS AND PARTNERS

ABB  accenture  THE ADECCO GROUP FOUNDATION  ASTRA international  jobZmall
randstad  Microsoft  Nestle  UBS

JPMorgan Chase & Co.  SHRM  Telefónica FUNDACIÓN  Zurich

OECD  ILO  IOE  Business at OECD  GAN GLOBAL
Labour Integration in Barrio 31
Buenos Aires
• Every second resident born abroad
• Population younger than the rest of Buenos Aires
• Less than 2% had accessed formal education
• Women twice as likely to be unemployed as men
Integral Plan for the Transformation of Barrio 31
2016-2019

Social and Urban Integration (Barrio 31 and 31 bis)

• new housing
• creation of green spaces
• new highway strip
• housing conditions and access to selected basic services and infrastructure
• public offices (e.g. Ministry of Education, new schools)
• labour inclusion through the Centre of Entrepreneurship and Labour Development (CEDEL)
Centre for Entrepreneurship and Labour Development

In Barrio 31 there is human capital that is underappreciated.
Connect people to formal jobs

• Convince companies that it is in their interest to hire people from Barrio 31
• Convince residents they can obtain formal employment
• Job orientation workshop
• Contact with companies + contracts if hired
• CEDEL monitors
Return on Investment Study

Gather evidence to strengthen capacity building, inclusion and monitoring of workers who participate in the CEDEL initiative

Objective 1: Understand companies’ experience with CEDEL and identify return on investment

Objective 2: Understand the perceptions and experiences of Barrio 31 residents participating in the CEDEL programme

Methodology: Desk review of census data, CEDEL programme, compilation of CEDEL programme participant profiles, 30 semi-structured interviews with participants, 10 with participant companies
Percentage of CEDEL participants (2018 onwards) who completed the work orientation workshop
Research participants contacted/interviewed by CEDEL. Percentage of those who were hired.
### Ratio of participants who completed the workshop and were contacted/hired

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<th>Mujer</th>
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- **TOL COMPLETO (sin contacto posterior)**
- **Contactado (no contratado)**
- **Contratado**
Conclusions

Positive evaluation by all participants
- Companies
- Workers
- CEDEL

Needs improvement
- Discrimination due to residency in Barrio 31
- Economic crisis
- Lack of information about company contracts (hours, conditions, etc)
GET IN TOUCH

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THANK YOU