

Cesty: Employment that Empowers

Skills development for refugee youth

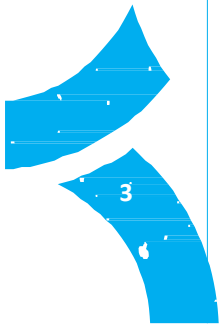
UNICEF Refugee Response Office in the Czech Republic

1 November 2023

Refugee youth face a
trade-off between

EARNING AND SKILLS DEVELOPMENT

Our objective is to create 5,000 opportunities for learning and skill-development, including 1,500 supported by the private sector.



The Czech labor market is strong, and open for refugees...

345,084

**Ukrainian refugees in
the Czech Republic**

100-130,000 total 17+
are employed.

Czech Republic has a low
unemployment rate at

3.6%

**(compared to 6.2% average
across the EU)**

Some sectors of the Czech
economy don't have enough
skilled workers

87%

**of companies who hired
Ukrainian workers rated
those workers positively**

**Companies report that the
main barriers to hiring
Ukrainians are**

- (1) language skills;
- (2) uncertainty of how long
refugees will stay in the
Czech Republic; and
- (3) recognizing
professional qualifications
obtained in Ukraine
(nostrification)



...but for many young people, displacement means a trade-off between learning and earning

66,425

refugees between
the ages of 15 – 24 years

16,879 between 15-17
27,877 between 18-20
21,669 between 21-24



In the 2023-2024 school year, just **4,800 Ukrainian refugees** are enrolled in Czech Secondary school



9,500 refugee youth under 19 years old are working legally in the Czech Republic

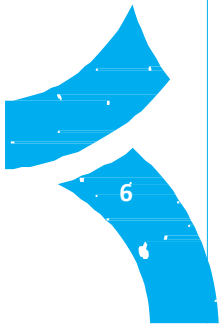


16% of Ukrainian refugees between 15-24 are NEET (not in education, employment or training)



Refugee youth are located in every region in the country; **most are in Prague**

Region	age 15-17	age 18-20	age 21-24	Total
Capital City of Prague	4,108	8,177	6,671	18,956
South-Bohemian Region	828	1,230	905	2,963
South-Moravian Region	1,722	3,186	2,350	7,258
Karlovy Vary Region	616	768	637	2,021
Hradec Králové Region	880	1,143	814	2,837
Liberec Region	744	1,224	858	2,826
Moravian-Silesian Region	1,042	1,451	1,002	3,495
Olomouc Region	541	727	520	1,788
Pardubice Region	765	1,215	930	2,910
Plzeň Region	1,221	2,202	2,090	5,513
Central Bohemian Region	2,351	3,524	2,683	8,558
Ústí Region	921	1,206	791	2,918
Vysočina Region	618	1,022	814	2,454
Zlín Region	504	770	590	1,864
Not Specified/Not Detected	18	32	14	64
Total	16,879	27,877	21,669	66,425



Access to quality employment was prioritized by youth in UNICEF's youth-led consultations

Between December 2022 and September 2023, UNICEF's youth consultants engaged over 150 Ukrainian refugee youth across the country to learn more about their needs.



**BETWEEN DEC 2022
AND JULY 2023**

Youth define their main challenges. Job quality and job availability consistently cited as a primary challenge



AUG-OCTOBER 2023

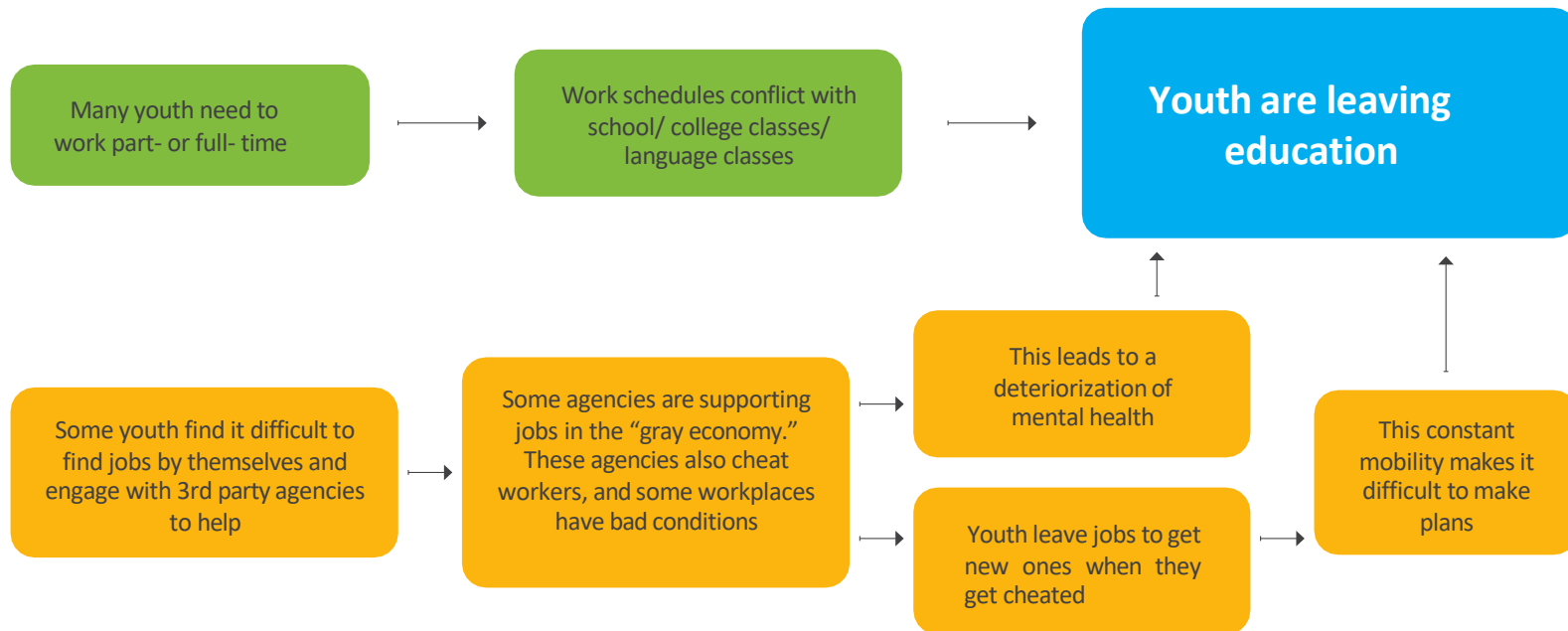
Co-creation session with youth to understand income pressures, how those pressures drive decision making, and what ideal solutions would look like





Multiple dynamics are leading youth away from an education/ skills building pathway

Employment that Empowers



Set-backs in building skills now will likely result in “scarring”

“Scarring” refers to the negative consequences that disengagement in skills-building early in working life is likely to have on future employment and earnings, due to effects on human capital (deterioration of skills and foregone experience) and signaling effects (lack of education is a primary barrier to career advancement).

Cesty: a youth learning and earning program

Goal: All refugee youth are on a pathway to continued education or professional opportunities, and the impacts of forced displacement does not result in lifelong negative impacts on learning and earning.



Join us in supporting young people.



Create or expand [apprenticeship or internship programmes](#) for refugee youth.



For existing or new young refugee employees, facilitate access to [flexible learning opportunities](#).



[Donate to the Cesty Programme](#) to fund skills-building opportunities for refugee youth, including language classes, job readiness programmes, and scholarships.



Benefits to companies



Develop a **pipeline of talent** that can support your business's growth, in the Czech Republic or in Ukraine.



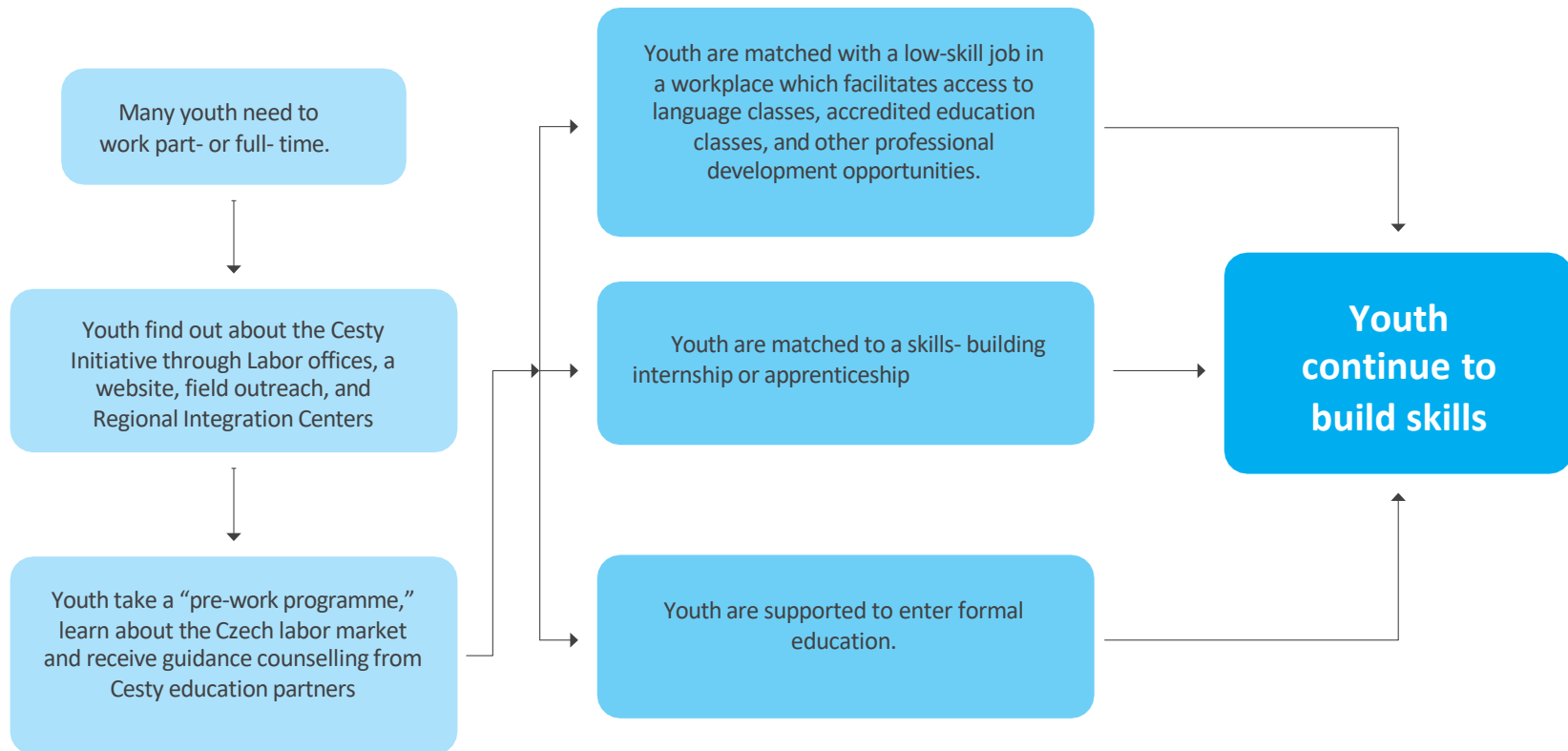
Identify young people who are motivated and have engaged in a work readiness programme through an expansive network of partners.



Expand your **social impact** by strengthening access to education and skill-building programmes for refugees.



How it will work





Cesty will bring all stakeholders together to support youth on a pathway to learning and earning with several core elements



Cesty Secretariat coordinates the active engagement of all stakeholders (private sector, relevant government ministries, youth service providers) around a common goal



Website is a “one stop shop” to connect youth to opportunities.



Integrated approach: Cesty partners provide case management and professional development support before, during, and after connection to education opportunities, services, and jobs



Proactive, targeted outreach to refugee youth).



Examples of joining the pledge

Pledge is designed to be flexible, so companies can contribute in different ways that work for them.



An IT company expanded their existing internship programme include Ukrainian young people in the City of Prague. We identified 5 viable candidates within one week.



Two logistics companies are exploring how to connect existing and new young Ukrainian employees to flexible learning opportunities provided through Cesty education partners.



A major retail company is directly funding an NGO to provide advanced language classes to Ukrainian young people. They are also supporting job readiness through “career days” at their facilities and starting an internship programme.



Pathway: 4 easy steps of joining the pledge

Our team will work with you to define a commitment that works for you.

HOW TO JOIN

1 STEP

Identify a focal point within your organization



2 STEP

Contact cesty@unicef.org to schedule a consultation



3 STEP

Develop a pledge commitment that works for your business



4 STEP

Start engaging with refugee youth!





unicef  | for every child

THANK YOU.

Teuta Halimi
Head of Programmes
thalimi@unicef.org

Eva Kaplan
Chief, Adolescent Development and Participation
ekaplan@unicef.org

