



# Work Ready Now

Creating job opportunities and  
empowering young people



Photo: Programme de Formation Professionnelle et d'Insertion (PFPI), Senegal/Raymond Diop, AD Agency

# EDC's Work Ready Now Program

For over 20 years, EDC has been successfully creating job opportunities and empowering young people in emerging economies by helping them develop the essential work readiness skills required to successfully earn a living.

**Work Ready Now (WRN)** is a versatile and modular skills curriculum designed to develop youth's in-demand, transferable work readiness skills through the support of businesses, governments, and youth-serving organizations. Employers consistently recognize WRN graduates as better prepared for the workplace than other new employees.

In response to the growing threat of climate change and loss of biodiversity, EDC has adapted WRN to support the worldwide shift toward green economies and to reduce environmental risks.

Our focus is on equipping young people with leadership skills to drive innovation and safeguard our planet.



Work Ready Now  
At a Glance

Used in  
**28**  
countries

Translated into  
**21**  
languages

Scaled nationally in  
**5**  
education systems

Reached over  
**1.5**  
million youth



WRN helped me discover myself, my strengths and weaknesses, in the most interactive ways. It enabled me to stand out from other candidates to secure a job in one of the biggest multinational companies. WRN is a life lesson; it isn't just a course.

—WRN graduate, Lebanon



Photo: USAID Philippines Opportunity 2.0/Lisa Marie David

## CORE ELEMENTS OF WORK READY NOW



### Building skills needed in today's green economy

Understanding climate change and sustainability

Real-world work exposure and experience

Important transferable green skills, such as strategic thinking, problem-solving, teamwork, leadership, and adapting to rapid market change



### Preparing youth for jobs of tomorrow

Work-based learning that enables youth to adapt to changing work environments, develop relationships, and make informed career choices

Identifying green and blue careers

Fostering innovation and entrepreneurialism



### Providing scalable solutions

Adaptation of WRN curriculum to formal and nonformal education systems and national technical and vocational schools

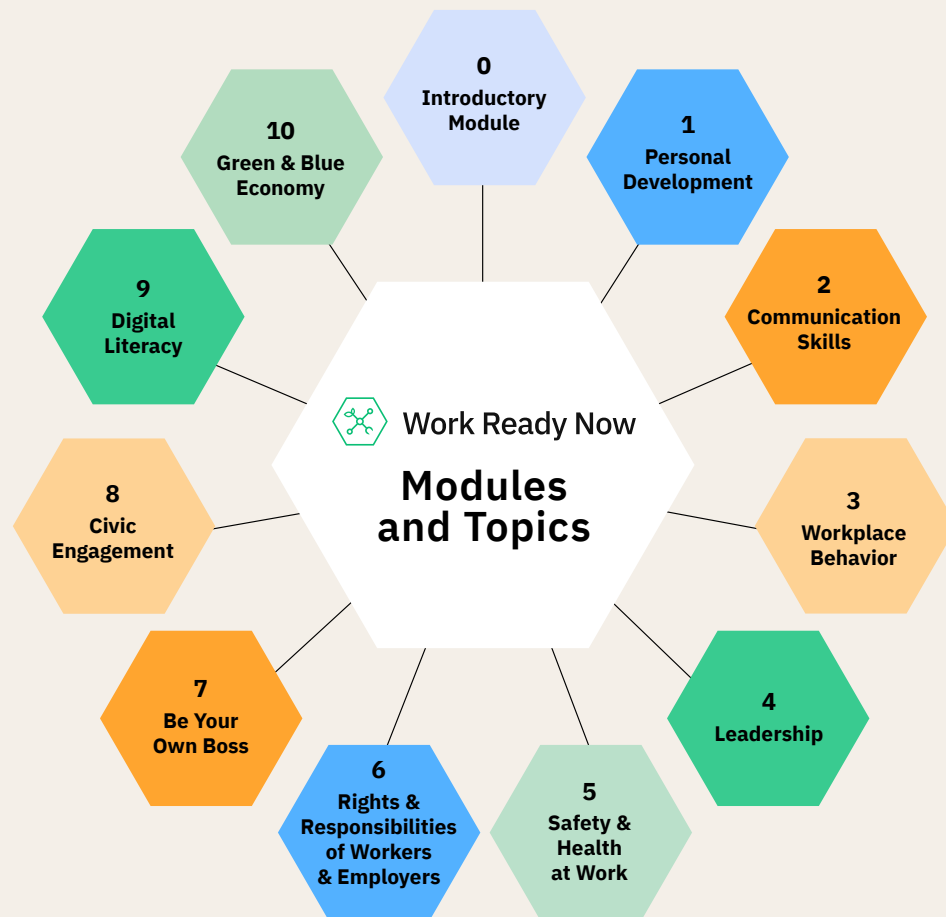
Incorporation into national workforce development programs

Building capacity of local organizations and government agencies

# WRN Curriculum Overview

WRN is a customizable standards-based curriculum that is aligned with three internationally recognized work readiness frameworks.<sup>1</sup>

With 11 foundational modules, training time ranges from 60.5 to 100 hours. [Green topics](#), [activities](#), and [trainer tips](#) are integrated throughout the curriculum, with an optional module on the green and blue economy.



**0**

## Introductory Module

Trust building  
Expectations & requirements  
Learner assessment

**1**

## Personal Development

Learning styles & strategies  
Values & interests  
Sustainable development  
Tracking progress  
Goal setting  
Workplace observation

**2**

## Communication Skills

Communication in the workplace and about sustainable practices  
Working as a team member  
Following instructions  
Speaking & listening  
Customer service  
Giving feedback

**3**

## Workplace Behavior

Mapping green & blue businesses  
Identifying & applying for jobs (writing applications, CVs, cover letters)  
Time management  
Interviewing  
Finding workplaces  
Informational interviews

**4**

## Leadership

Organizing & motivating others  
Leadership & respect for the environment  
Local youth leaders advocating for the environment  
Leadership styles  
Effective leaders  
Conflict resolution  
Problem-solving

**5**

## Safety & Health at Work

Healthy lifestyles  
Stress management  
Hazards in the workplace  
Emergencies & accidents  
Local/national environmental codes

**6**

## Rights & Responsibilities of Workers & Employers

Workers' rights  
Local labor laws  
Employer responsibilities  
International youth charters on sustainability  
Protecting our workplace & our planet

**7**

## Be Your Own Boss

Conducting market research  
7 marketing elements  
Basic financial records  
Savings goals & savings groups  
Business start-up costs  
Growing a customer base  
Practical business activity

**8**

## Civic Engagement

Prioritizing community needs  
Organizing & mobilizing communities & resources  
Community service project

**9**

## Digital Literacy

Online presence  
Digital citizenship  
Finding online resources

**10**




## Green & Blue Economy

Understanding the environment: climate change, sustainability  
The 6 Rs (rethink, reuse, recycle, repair, reduce, refuse)  
Blue & green jobs  
Blue & green practices

<sup>1</sup>These frameworks include the Assessment and Teaching of 21st Century Skills Framework (ATC21S), the Secretary's Commission on Achieving Necessary Skills (SCANS), and the Partnership for 21st Century Skills (P21).

# WRN's Adaptability to the Demands of Dynamic Economies

Because of its versatility, WRN is flexible and responsive to the needs of a constantly changing job market and the transition to more sustainable low-carbon economies.

-  Flexibility of implementation  
The modular format gives flexibility for implementation.
-  Curriculum adaptation process  
We collaborate with ministries, local businesses and youth-serving partners to tailor modules and topics for the local context.
-  Localization  
Content is hyper-localized and tailored to each country and environment.

## GREEN CONTENT INTEGRATION

**Environmental policy and advocacy:** Insights into laws, regulations, and strategies to influence positive environmental change

**Climate adaptation and resilience:** Strategies for adapting to climate change impacts and building resilient communities and ecosystems

**Circular economy principles:** Reducing waste by designing for longevity, reuse, and recycling

**Sustainability:** Conserving natural resources to protect the planet for all life and future generations

**Community mapping:** Identifying local environmental assets

**Green and blue jobs:** Examples of environmentally friendly jobs and ways to help businesses become more sustainable



### Spotlight: BE YOUR OWN BOSS

*Be Your Own Boss* focuses on green and eco-friendly business practices, providing a solid foundation for individuals to create ventures that contribute positively to the environment and society.

## YOUTH ACCOMPANIMENT

We support youth in transitioning from training to work by connecting them with small- and medium-sized businesses, facilitating work-based learning, and discussing challenges and solutions for small businesses. Ultimately, we aim to help youth achieve their long-term goals.

## EDC'S PRODUCTS AND SOLUTIONS

WRN is one of many EDC materials and initiatives that address environmental challenges, such as:

**Green local labor market assessments (LLMAs):** LLMAs examine job constraints and growth across sectors, including sustainable agriculture.

**Youth Development Alliances:** These partnerships mobilize resources of the local government, private sectors, young people, and youth-serving organizations to improve education and employment outcomes for the green economy.

**Market.able:** This coaching app prepares young entrepreneurs to develop green and blue businesses.



### Impact Spotlight: SENEGAL

In Senegal, Work Ready Now, also known as *Apte au Travail*, was integrated into the national TVET and the general secondary middle school system in 2021. As part of EDC's **Our World, Our Work** initiative, these materials were "greened" in 2024.

Currently, more than 700 teachers are undergoing training on this updated content, which is being implemented across 95 TVET centers and over 200 middle schools.

In addition to strengthening Senegal's youth workforce development system in green skills, our goal is to transition 100,000 young Senegalese individuals, with 70% being young women, into quality jobs by 2028.

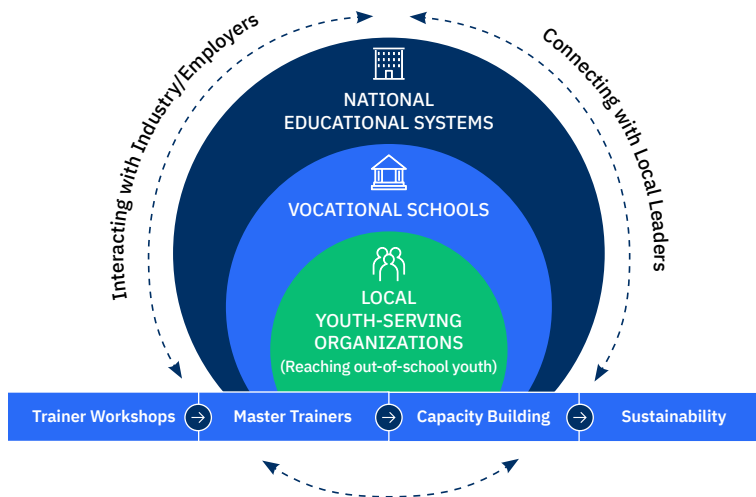


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# Sustainability and Scale

Through systematic capacity building, EDC partners with local organizations and government institutions to integrate WRN into existing systems and organizations by supporting planning, implementation, delivery, monitoring, and evaluation.

## DESIGNED FOR SCALE AND SUSTAINABILITY



The governments of Rwanda, Macedonia, Philippines, Senegal, and Djibouti have adopted EDC's WRN within their national secondary systems, alternative education systems, and/or technical and vocational education and training (TVET) systems.

For further information on Work Ready Now, please contact [OWOW@edc.org](mailto:OWOW@edc.org).



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