



Facework is a unique employability skills training programme.

It helps young Indians acquire the necessary soft skills, character strengths and mindset needed for the changing world of work.





Facework's unique approach to careers education

Young People as Agents of Change

Facework offers a practical and easily-applied set of tools and activities which help young people recognise the vital importance of soft skills at work. By identifying what employers need, we help young people grasp the importance of personal growth to success in their long-term career.

Facework helps learners to

- Master soft skills
- Embrace a growth mindset
- Develop their unique character strengths
- Build their resilience and leadership qualities

The advent of the 4th Industrial Revolution is transforming the way we work and creating an urgent need to better empower young people with the skills and character strengths they need to thrive in the 21st Century. Yet the dominant pedagogy and the adults who deliver it are woefully under-equipped. For example 93% of schools in India have no qualified careers professionals,* and only 14% of graduates leave India's universities job ready.** With the student population in India the largest in the world, this challenge is only going to grow.



Teach once: Learn twice

To be able to respond to these challenges and help young people navigate these changes, we must re-imagine the relationship between teacher and learner. We must release young people to lead and become active *agents of change* so that they both develop their skills, but also reach and teach their peers through their networks. Facework uniquely gives young people a platform to create their own soft skills training content, a method of co-design which we believe has global potential.

“The secret message communicated to most young people today by the society around them is that they are not needed, that the society will run itself quite nicely until they - at some distant point in the future - will take over the reins. Yet the fact is that the society is not running itself nicely. The rest of us need all the energy, brains, imagination and talent that young people can bring to bear down on our difficulties. For society to attempt to solve its desperate problems without the full participation of even very young people is imbecile.”

Alvin Toffler – Future Shock 1970

* Mindler Report (October 2019) retrieved from [Times of India newspaper](#)

** Indian Employability Survey 2014, conducted by the [British Council](#)

The Facework approach

One Step at a time

The Facework learning materials have been built around five core areas that have been identified as critical to the employability of young people in India and beyond. We call these STEPS:

SELF-MANAGEMENT

being able to manage your time, be a self starter, and handle emotions.

TEAMWORK

collaborating effectively, working with others and being adaptable.

ENTERPRISE

having the skills and mindset to be entrepreneurial and creative in what you do.

PROBLEM-SOLVING

embracing challenges and having the skill to spot problems and find solutions.

SPEAKING & LISTENING


being an effective and efficient online and offline communicator.

In adapting the STEPS for India we consulted with over 200 young people in intensive workshops across 5 states. They identified these elements (see right) as the skills most needed and not generally taught in schools or universities. The young people also helped us co-design the learning activities. See report at www.facework.in/about



“My tip for getting better at self management is to download and use apps which monitor your health, your sleep and the amount of time you spend on social media.”





The skills you need for the jobs of future

The jobs of the future require young people to be good at these 5 core skills

S
SELF
MANAGEMENT

T
TEAM
WORKING

E
BEING
ENTERPRISING

P
PROBLEM
SOLVING


S
SPEAKING AND
LISTENING

Explore your strengths with Facework STEPS and see how you can improve

S SELF MANAGEMENT

Rate yourself


	1 Not great	2 Need help	3 OK	4 Improving	5 Mastering	Score
Managing time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Appearing smart	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Being confident	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Handling emotions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Managing finances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
TOTAL						



T TEAM WORKING

Rate yourself


	1 Not great	2 Need help	3 OK	4 Improving	5 Mastering	Score
Being adaptable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Managing conflict	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Showing empathy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Making decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Promoting others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
TOTAL						



E BEING ENTERPRISING

Rate yourself


	1 Not great	2 Need help	3 OK	4 Improving	5 Mastering	Score
Taking initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Staying motivated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Managing risks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Leading others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Building your network	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
TOTAL						



P PROBLEM SOLVING

Rate yourself


	1 Not great	2 Need help	3 OK	4 Improving	5 Mastering	Score
Thinking critically	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Being creative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Asking questions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Learning from mistakes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Being resilient	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
TOTAL						



S SPEAKING & LISTENING

Rate yourself

	1 Not great	2 Need help	3 OK	4 Improving	5 Mastering	Score
Sharing your story	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Using body language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Being a good listener	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Developing digital skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
Mastering verbal skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	=
TOTAL						



How did you get on?

1 Which areas are you strongest in?

STRENGTHS

1

2

3


2 Which areas would you like to grow?

GROWTH


1

2

3



3 Would your parents, teachers, or best friends agree with your scores?



The Facework Journey

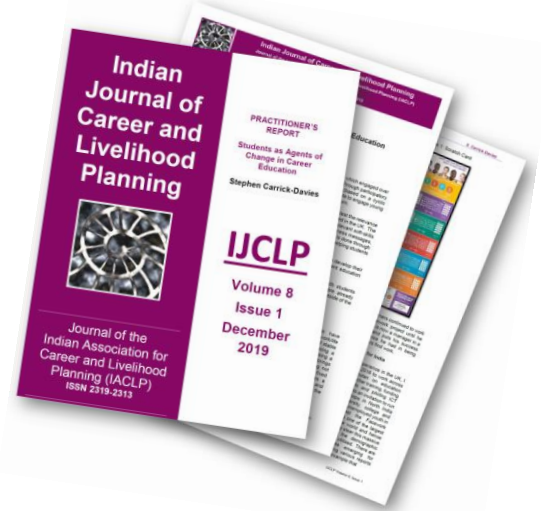
Goals for 2020



To achieve our goals for 2020, Facework is looking for partners. We are building our team in India and expanding our network all the time. But to have the impact we believe we can make, we need to continue to build a robust evidence base for our approach, gather more content from young people and build a coalition of willing partners in India and beyond.

WE ARE:

- Working with an additional 250 young people in Delhi, Bhubaneshwar and Mumbai.
- Consulting the business community to ensure that everything we do meets the needs of employers.
- Engaging with education administrators and local representatives across India wanting to support their young people in developing critical employability skills.
- Presenting [Young People as Agents of Change](#) at the Asia Pacific Career Development Association conference in Delhi in March 2020.
- Creating new video content to accompany the launch of our STEPS curriculum.
- Collaborating with organisations in India as well as adaptations of our model in Nepal, Bangladesh, and Bhutan.



If you believe in supporting the employability of young Indians – and you want to help us at Facework – we need the following:

- **CHAMPIONS** - *If you share our passion for employability and want to help us spread the word.*
- **FUNDERS** - *If you support or invest in employability – locally or nationally – and have funding available, please contact us.*
- **DELIVERY PARTNERS** - *If you are working with young people and like what we're doing, let's collaborate.*

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