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**Department of Manpower and
Employment**



Concept Note No: 03

Title: The Career Guidance (CG) is a right of Every Child

i. Implementing entity and partners:

- Ministry of Youth & Sports
- Ministry of Education
- State Ministry of Education
- State Ministry of Education Reforms

ii. Background

The level and nature of employment, which is a key factor in determining the development of a country, depends on the quality and competence of the workforce created by a country's education system. The gap between labor market demand and qualifications is created by the quality of education. If school children are socialized as skilled individuals after completing formal education, there will be no gap between labor market demand and supply. Due to the huge gap in the Sri Lankan labor market, the age-specific unemployment rate among the youth community (between the ages of 15-24) is recorded as 28.1 % (Sri Lanka Labour force Statistics, Quarterly Bulletin, 4th Quarter, 2021). Apart from the unemployed, the NEET (not in employment, education, or training) category includes inactive youth outside the labor force. In terms of the International Labour Organization (ILO) estimations, 21.8% of young people (between the ages of 15-24) worldwide are NEETs and 77% of them are female. NEET rate of Sri Lanka is on par with the global average & 70% of total NEETs represented from females. A large proportion of NEETs has widespread negative consequences, extending beyond the individual to the economy and society, and stands in the way of achieving the SDGs such as inclusive quality education and full and productive employment.

CG is used in many countries around the world during the formal education phase as an essential program to bridge this labor market mismatch. It is a process of

development of a clear understanding and motivation for future career orientation using a psychometric test that is most appropriate for a person's age category. CG is needed to build a vision of what job they should do, which vocational path they should follow and aware about evolving labour market information and training opportunities. According to CG theories, CG services can be provided to the individuals from birth to death. Providing CG services to children from grade 6 onwards in the school system and building a child with a career orientation until the end of formal education can create a more secure future for the children as well as the economy of the country.

Leaving school before GCE (O / L) and GCE (A / L) Examinations

Year	Admission to Grade 1	Students scheduled for O/L in the year under consideration	Drop Outs before O/L	% Of School dropouts	Students scheduled for A/L in the year under consideration	Drop Outs before A/L
2020	319,405	305,566	13,839	4.33	198 , 324	116,776
2019	333,074	302,291	30,783	9.24	212,837	99,350

(Source: School Census Report - Ministry of Education)

More than half of the students who enter the Grade 1 of the school for formal education each year join the world of work after schooling with no idea of any career direction. As emphasized above, the employment, which is a measure of a country's development, is determined by the quality and competence of the workforce created by the education system of the country, and it is proposed to bring this concept to realization as a matter of special interest.

Further, it is a must for lobbying an eye opening social dialogue to increase the awareness regarding this concept in order to ensure the right of every child to receive CG.

iii. Relationship to the Sustainable Development Goals (SDGs)

Directly Achievable SDGs through this,

- Eliminate Poverty (SDG 01)
- Provide Quality Education (SDG 04)
- Create Decent Work and Economic Growth (SDG 08)
- Reduce Inequalities (SDG 10)

iv. Objective

Provide CG to school children to develop a clear understanding and motivation for future orientation and integrate them into the labour market as skilled human resource.

v. Expected Accomplishments

- a) Provide CG for every school child above Grade six (06)
- b) Minimize the gap between the labour market demand and qualifications so that youth labour can be directed to lucrative jobs.
- c) Reduce the NEET rate.

vi. Indicators of Achievement

- a) Provide CG Services for 2.4 Million students (above Grade Six) during their secondary education.
- b) Reduce Youth Unemployment rate to 5% by 2030.
- c) Diminish the NEET rate of Sri Lanka by 10% by 2030.

vii. Main Activities

- a)** Calculate the total number of students (targeted beneficiaries) to be received CG
(By Ministry of Education, State Ministry of Education Reforms)
- b)** Allocate the targeted beneficiaries among the stakeholders at school level
(By Ministry of Youth & Sports, Ministry of Education , State Ministry of Education)
- c)** Conduct CG programs as scheduled
(By Ministry of Youth & Sports, State Ministry of Education)
- d)** Provide recommendations to design vocational training courses tailored to the needs of the Job market
(By State Ministry of Education)
- e)** Identifying and matching the employments needs of MSME sector with labour market and guiding the TVET institutions
(By State Ministry of Education)
- f)** Provide policy guidance to relevant authorities to combine the formal education system with labour market trends, vocational education and training system to ensure inclusive development
(By Ministry of Education, State Ministry of Education, State Ministry of Education Reforms)

viii. Budget Narrative

This is a mandatory work of the stakeholder institutions & no additional costs involved.

Department of Manpower & Employment
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