

## Project Name: Improvement and growth of the quality of apprenticeship programs

**Organization(s):** ÁNIMA – TEC

**Dates of Implementation:** 2016 ongoing

**Country:** Uruguay

**Partner(s):** ReachingU, UBS Optimus Fundation, INEFOP, Fundación Itau, ILO/Cinterfor, UNICEF

**Funder(s):** Funding Companies: Deloitte Uruguay, Montevideo Shopping, Tres Cruces, OneTree and Takeoff Media.

**Website:** <https://anima.edu.uy/>

**Project description:** ANIMA provides quality apprenticeship programs that are designed to address two problems in Uruguay: school-dropout and youth unemployment with two impact indicators: employability and educational outcomes, performing trace studies. ANIMA focuses on both national practice and international practice. ANIMA is the first organization in Uruguay that proposed quality apprenticeship as a solution to youth unemployment. Fostered by this pioneer proposal the Youth Employment Law will start to include paid apprentices.

**Target Population:** Youth from target areas who are living under poverty line with limited educational achievement. Girls that want to study Technology are automatically admitted.

### Results to-Date and/or Target Results:

Up to-date, this project has reached 225 youth and expects to reach 300 youth per year. ANIMA intends to help all its students complete high school and at least 90% of them go through this job training experience, receiving a salary from the companies equivalent to 200 dollars per month, while attending lessons at ÁNIMA. ÁNIMA evaluates its performance through annual surveys regarding accomplishments and feedback from graduates.

ÁNIMA has created for this year a Graduate's Workshop, to make a close follow up of its two impact indicators: employability and educational outcomes, performing trace studies.

### Interesting Features & Innovations:

-ANIMA pioneered paid quality apprenticeship in Uruguay and thus stimulated the perfection of the current Youth Employment Law.

-ANIMA works with youth from disadvantaged settings and enables them to be benefited from apprenticeships while most of apprenticeships in other locations are aimed at people with medium to high socioeconomic status.

-ANIMA uses technology in class: Every student has a laptop used to conduct his study and class training with: LMS (Google Classroom and Moodle), Google suite, Software environment: R, Visual Studio and Eclipse to work with Java, SQL, R. And online applications: Git, Trello, Canvas.