UN WOMEN

Second Chance Education Signature Features in Chile

Second Chance

The approach of UN Women's Second Chance Education programme recognizes that, for women who are marginalized by crisis, poverty or harmful social norms, transformational change requires more than the offer of training or education alone. SCE works with women who have been held back by gender-based barriers and discriminatory practices all their lives without necessarily being aware of it. SCE provides access to practical support and life skills training that enable women to participate fully in whichever learning pathway they choose. Similarly, it recognizes the importance of social learning and personalized support throughout the SCE journey. This scaffolded approach has led to high retention and low dropout rates and is represented by SCE's signature features.

The SCE signature features are outlined below including specific examples from SCE Chile.

SCE Signature Features

ABOUT SCE IN CHILE

In Chile, SCE has developed a sustainable model for the empowerment of women while providing technical assistance and advocacy for addressing the barriers that hinder access to education and economic autonomy. Chile's methodology, developed with the assistance of a strong mentoring and evaluation system, includes capacity building on leadership, employment in non-traditional economic sectors, activities connected to Science, Technology, Engineering and Mathematics (STEM) and advanced digital skills, including a digital skills model for economic empowerment through employment and entrepreneurship.

This objective is achieved through four outcomes:

1. High-quality educational content and learning pathways that benefit more marginalized women;
2. Increased employment, livelihood and entrepreneurial opportunities for marginalized women;
3. Reduced harmful and discriminatory social norms that disadvantage marginalized women;
4. Enhanced policy and financing frameworks that improve access to education and employment for marginalized women.

Due to the COVID-19 crisis and the restrictions, the programme in Chile adjusted its methodology to operate in an online-only modality, which has allowed SCE to reach women at the national level across all regions and in 194 municipalities.

Implementing partners: Since 2019, UN Women has developed strategic partnerships in Chile with institutions from civil society and academia to deliver a holistic programme that reaches women from different profiles, backgrounds and territories throughout the country:

Instituto Profesional AIEP: Academic institution with more than 50 years of experience in professional technical higher education

Acción Emprendedora: Non-profit organization founded in 2002 that has been working with women from low socioeconomic and vulnerable contexts with the aim of providing them with tools to overcome challenges themselves, particularly through entrepreneurship.

VeOmás: Social training and advisory company, with over 10 years of experience, certified by Company B and pioneers in the design and execution of coaching programs with social impact.

Fundación Emplea: Non-profit institution formed in 2010 with the objective to foster formal and decent employment within the most underprivileged communities.

INFOCAP: Non-profit foundation created in 1984 by the religious order "Compañía de Jesús", generating integral educational spaces, to provide training for employment.

SCE CHILE RESULTS AT-A-GLANCE

Second Chance

CHILE Results at a Glance Pilot Project (2018-2024)

Total Enrolled	8634	
Online Learning Registrants	8634	

Be. Learn. Earn. Lead.

Courses Curated **80**

Learning Hubs Established **9**
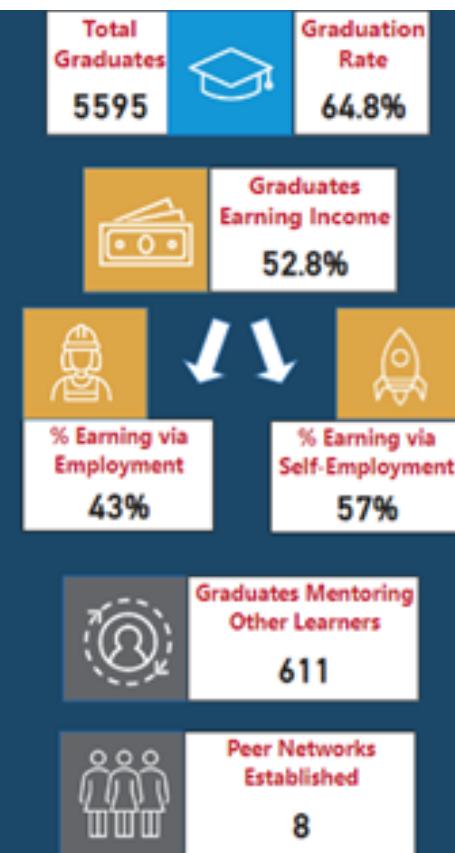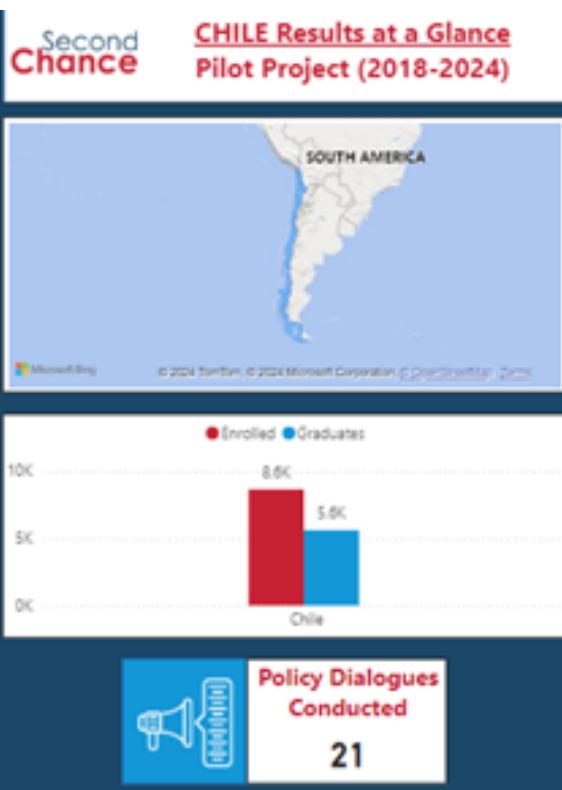
M&E Logframe Data as of 31 March 2024

Data last refreshed (GMT +2): 5/1/2024 1:04:57 PM

SOUTH AMERICA

Enrolled ● Graduates

Policy Dialogues Conducted **21**

Supporting Women with a Second Chance

Total Graduates **5595**

Graduation Rate **64.8%**

Graduates Earning Income **52.8%**

% Earning via Employment **43%**

% Earning via Self-Employment **57%**

Graduates Mentoring Other Learners **611**

Peer Networks Established **8**

UN WOMEN

SUPPORT TO ADDRESS GENDER-BASED BARRIERS

Support is provided to remove the constraints to women's participation in SCE. It may include access to care services to alleviate their care responsibilities such as child, disability and elder care, safe and affordable transport to the hubs, and engaging with men in families and communities to build their support. It can also include referrals to complementary social services to access professional support for gender-based violence, housing, personal finances, health or other issues.

Since the beginning of its implementation in Chile, SCE has been available to any woman who aims to improve her economic autonomy and agency. There are no specific selection criteria other than the commitment to participate in the activities, following the UN's principle of leaving no one behind. During the implementation of the programme, SCE has reached women throughout the national territory and has provided opportunities to women who, because they live in isolated or rural areas, normally would have little or no access to these opportunities.

The demographic data of the women who have enrolled in the programme during the three years of implementation show that 23% are migrants and 20% are indigenous, indicating the programme's strong focus on these population groups.

"Getting to know other women from all over the country, especially indigenous women who, like myself, play a leadership role in their communities... This is a space that allows you to meet women from Arica to Punta Arenas with the same learning needs and who are eager to grow."
Mireya Reyes Campusano, graduate of SCE's Leadership School

"The mentors gave me insight into how to go forward, helping me with my entrepreneurship; I learned about the Canvas model and gave my entrepreneurship another direction... the mentors were very welcoming and enthusiastic. We are still in touch."
Maricel Rivas, an entrepreneur from the northern region who completed SCE's Mentor Training Programme

"(The Programme) helped me get to where I am now. I also obtained support, motivation, empowerment, and it made me believe in myself."

Alejandra Pizarro, participant in the employability pathway

GENDER TRANSFORMATIVE LIFE SKILLS

Training and support in this area enable women to develop self- confidence, a sense of agency, and aspirations aligned with their interests, skills and circumstances. It is centred on an awareness of participants' strengths and the potential of all individuals, and the part that gendered roles, stereotypes and discriminatory norms play in everyone's lives. Gender-transformative life skills are context-specific and attempt to address intersecting inequalities. This training may provide the opportunity for participants to revisit, adapt or change established attitudes, behaviours and practices at individual, household and community level, often resulting in participants assuming new roles and responsibilities which may differ from socially expected gender roles. It is an essential foundation for subsequent training and for ensuring sustainable change to women's lives and community resilience.

SCE's **Leadership School in Chile** aims to promote women's leadership and participation in the community and strengthen their skills, knowledge and tools to boost their roles as change agents promoting transformation. It is aimed at women from all over the country who exercise leadership roles in their communities, with a special focus on the Araucanía region and the southern zone.

The school provides online training for 10 weeks with **three modules** and **three workshops** of two hours each, and a celebration and closing ceremony at the end of the training programme.

The participants receive personalized **assistance** from a **female mentor**, who is responsible for communicating the general and specific objectives of the school, as well as ensuring that the participants have everything that they need to take part in all activities actively. The mentors provide individual support to women, constantly motivating them and being available to assist with and oversee the homework given at the school.

The **team** in charge of implementing the programme consists of six female facilitators with extensive experience in the topics of leadership and gender. In each online session, mentors are assisted by a hostess who welcomes the participants and is in charge of providing technical support. They use audiovisual material, music and a presentation that serves as a guideline to conduct the activities, together with additional material shared during the week to keep up participants' motivation. This programme component is vital to ensure its success and is highly appreciated by the participants.

The **creation of networks** is promoted in every session, as well as the **exchange of learning experiences** between participants from all over the country through work in small groups and a feedback session on the activities.

ONE SCE LEARNING PATHWAY

Women participate in one of three learning pathways: entrepreneurship/self employment, employment/vocational training or return to formal education. Each pathway is a progression of courses based on a globally standardized curriculum with locally relevant content tailored to participants in language, imagery and type of media. Industry and government connections are provided to link participants to education, jobs or business development opportunities during and after training.

SCE participants in Chile may choose between two learning pathways: entrepreneurship/self-employment or employment/vocational training. Each route has a basic and an advanced level, and registration is based on the experiences and motivations of each participant. Both learning pathways are taught through synchronous workshops and asynchronous courses.

After completing the training, participants can enrol in mentoring sessions with the guidance of one of the programme's more than 140 volunteer mentors, who share their knowledge and experience in small groups and provide advice on specific topics.

Upon graduation, participants are linked to the entrepreneurship and employment ecosystem, being invited to entrepreneurship fairs, job fairs, funding and seed capital opportunities, among others. Follow-up surveys carried out three and six months after completing the programme show that 54% of the participants have increased their income, 59% have increased their support network, 42% have continued with their education, 22% developed a new business, 37% improved their business, and 15% found formal employment due to the programme.

ENTREPRENEURSHIP

The most sought-after pathway is entrepreneurship. The courses on entrepreneurship are selected individually for each woman according to their level, with a focus on developing their business plan, getting to know the possibilities that e-commerce offers, and a formalization process with legal and tax considerations.

According to the data from the national level results assessment, one of the main motivations for participants to select this route is that it allows them to work from home (26%), or that they already have an enterprise and this programme allows them to improve it (21%). Benefits around the flexibility of work (19%) and the possibility of obtaining income from it (12%) are also cited as reasons for choosing this pathway.

In the context of the COVID-19 pandemic, whereby women were the ones who were mainly overseeing household chores and the care of people inside the home, the reasons for being interested in this pathway remained consistent. In terms of results, 24% of women reported that they started a new business thanks to the programme and 36% had improved their business. In addition, and through partnerships at the national level, SCE graduates have had continuous access to advanced workshops on entrepreneurship and business improvement.

EMPLOYMENT

The purpose of this pathway is to promote women's economic empowerment through formal employment, strengthening skills, providing support in job searching, and accompanying them in the first months of employment to help them adapt to their new jobs. The first phase of the initiative consisted of a socio-labour diagnosis for each participant based on their experiences, interests, and personal and professional motivations.

The second phase of training for employability consists of taking five online workshops focused on labour motivation, work training, labour law and social security, effective communication and teamwork, and autonomous employability.

The third stage is a personalized labour enablement process in which participants develop their CVs, identify skills from their life experiences and explore their interest in specific work areas.

Finally, women are supported in entering the labour market, receiving job offers relevant to their profile. The success of the process is due to the personalized support provided by a tutor during the entire programme, establishing a relationship with each participant and maintaining ongoing and fluent communication.

ADVOCACY AND POLICY WORK

SCE draws on its experience on the ground to advocate for removal of the structural constraints to women's participation in education, training and the workforce. SCE advocates for reforms of laws, policies and financial frameworks and the introduction of government programming to enhance women's economic participation.

SCE Chile has positioned itself as a reference within government and civil society in the evidence-based discussion of women's economic empowerment policy agenda. Evidence-based policy and advocacy documents have been developed throughout the years of implementation, which have been positively received by the Government, civil society, and the private sector. The objective has been to present policy recommendations that will reduce the barriers to women's economic empowerment through education, training and employment. SCE in Chile has produced an array of knowledge products focused on topics raging from digital inclusion, online learning, the economic empowerment of migrant and refugee women, to women's employment in male-dominated areas and school dropout in Chile.

These knowledge products have been presented at events that engaged high-level Government and UN officers, and have been disseminated in the press and academia, and with multisectoral stakeholders. They aim to advance the programme's advocacy and policy work and can be found through the following links:

- Digital inclusion for women's economic empowerment in Chile
- Tu Oportunidad - Second Chance Education Programme: Lessons and recommendations in online training for women
- Economic empowerment for migrant and refugee women from Afghanistan: Systematization, best practices and recommendations
- Women's employment in male-dominated areas of the labour market
- Dropout And Second Chance Education with a Gender Perspective in Chile: Methodology, Good Practices, and Recommendations

PERSONALIZED SUPPORT

A significant component of the SCE programme in Chile is the mentoring phase, during which participants meet in small groups to discuss a topic of interest with an expert mentor. Mentoring is a practice whereby one person facilitates another's development through exchanging knowledge, values, skills, perspectives and competencies. In a two-hour session, mentors share their success stories and provide one-to-one guidance to help SCE participants achieve their goals.

This activity offers a significant learning advantage and supports the work done during the workshop phase, in which women participants receive technical and personal support to enhance their capabilities. Importantly, they strengthen and create bonds among themselves as part of the programme, especially during mentoring sessions. In this space, participants discover that they all face similar challenges and are encouraged to form a community to share experiences and support each other.

SCE in Chile has a network of 126 women volunteer mentors representing a wide range of topics of significant interest to participants. The main topics covered by mentors include financing for entrepreneurship, e-commerce, digital marketing, entrepreneurial skills, communication and leadership, and employability strategies. To become an SCE mentor, one must commit to gender equality and women's economic empowerment, demonstrated through volunteering eight hours as a mentor, completing a gender training, and receiving individual guidance from the Network Coordinator.

Women who graduate from the mentoring programme can become mentors, an essential component of the mentoring network. Due to this, the SCE Programme has a Mentor's Training School. The programme consists of ten hours of synchronous training and an internship with a mentor. As a result, graduates can actively participate in the network and become agents of change in their communities.

E-LEARNING

E-learning is offered in some form to all participants, whether SCE is delivered through physical hubs or entirely online. E-learning allows flexibility in the delivery of learning with in-person, online, and hybrid approaches used according to circumstances, making it easier for women to participate.

In Chile, the SCE programme was fully and exclusively implemented online through both synchronous and asynchronous e-learning for all SCE participants.

UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN

Women also coordinates and promotes the UN system's work in advancing gender equality.

UN WOMEN