

Livelihoods and Durable Solutions

El Salvador

January 2024

In alliance with **state institutions, non-governmental organizations, and the private sector**, UNHCR implements job placement services in the formal labour market through soft-skills training and wage subsidies.

UNHCR promotes **vocational education and entrepreneurship initiatives** in favour of **employment** opportunities for refugees, displaced people, and people at risk of displacement.

UNHCR aims at boosting **decent and sustainable livelihoods** for youth to **prevent** forced recruitment by organized crime and/or displacement.

UNHCR's Priorities

Impact: Forcibly displaced people find solutions to their situation and become self-reliant, while also contributing to the development and resilience of their communities.

Outcomes: Forcibly displaced people have access to decent/formal employment or self-employment and livelihood opportunities.

Outputs: Forcibly displaced people acquire the skills and abilities required to succeed in the workforce and build sustainable livelihoods.
Public policies support the economic empowerment of forcibly displaced populations.

- Bolster **formal labour opportunities** through **skill-matching and wage subsidies** that increase productivity.
- **Support for school completion and certified professional training** to increase people's employability.
- **Promotion of business initiatives** through the delivery of **seed capital**, entrepreneurship training, product placement or service delivery, and marketing.
- **Market-based skills training** to facilitate the job placement process.
- Optimize conditions for the **rapid and sustainable (re)integration** of asylum-seekers, refugees and returnees with protection needs.
- Support **economic autonomy for women and gender-based violence survivors** with opportunities that respond to their needs and circumstances.

Key figures 2021-2023



698 people accessed apprenticeships through the My First Job programme



762 young people enrolled in Creating Opportunities programme



1,439 people trained with *Súper Pilas* methodology



A Súper Pilas participant shows her products to UNHCR's Livelihoods Officer. © UNHCR

Main activities

My First Job (Mi Primer Trabajo)

The **Ministry of Labour and Social Welfare** and UNHCR implement **My First Job** programme, which allows young people (18 and 29 years old) without previous work experience to undertake apprenticeships in private companies, while receiving a monthly allowance equivalent to the minimum salary. Between 2021-2023, over **1,200 individuals received training in soft skills for employment** and **698 people signed apprenticeship contracts with over 180 companies** thanks to the programme. Depending on their performance and the productivity gains for the companies, those who successfully complete the apprenticeship period receive a formal offer of employment from the company.



Participant of My First Job working in one of the allied companies of the programme. © UNHCR

Creating Opportunities (Creando Oportunidades)

The **Creating Opportunities** programme, implemented by UNHCR and **Fe y Alegría**, strengthens the professional or entrepreneurial skills of young people with vocational training, in alignment with their personal or family life plan. At the end of the programme people can access vacancies via the Ministry of Labour and Social Welfare's job boards. Since the start of the programme, **762 young people graduated from vocational training**.

UNHCR supported the launch and implementation of the OPORTUNIDADES employment strategy by the Ministry of Labour and Social Welfare. This strategy aims to encourage formal employment opportunities in the country through the digitization of vacancies, profiles and job matching. [The OPORTUNIDADES system](#) enables job seekers to identify internal displacement as priority group.

Súper Pilas

UNHCR and **World Vision** implement **Súper Pilas**, a programme that builds participants' interpersonal skills and guides them, depending on their preferences and profiles, towards professional training, entrepreneurship and/or formal employment. **Since 2021, 1,439 people participated in the programme.**

In collaboration with the **International Labour Organization (ILO)**, UNHCR implements two proven methodologies for creating, expanding, and ensuring the sustainability of small-scale businesses, which has already benefited over 535 refugees, IDPs and people at risk of displacement.

As part of the Súper Pilas programme, UNHCR supported entrepreneurship for **79 internally displaced women and gender-based violence survivors** via **skills training workshops** held at the **Ciudad Mujer** centres, which provide crisis support and access to legal and medical services.



Súper Pilas participant showcases her business idea of beauty products made with natural ingredients. © UNHCR

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