Figure 2: SES Research Agenda

Which Soft Skills?		For Whom?
 Socio-emotional Skills Self/Social Awareness Self/Relationship Management Responsible Decision Making Intrapersonal v. Interpersonal Agentic v. Communal 	 Higher Order Thinking Organization Beliefs & Values Attitudes & Motivation Personality Preferences 	 Marginalized groups: youth, women, refugees, FCV Education level Employment status/type/skill level Available Opportunities Aspirations
How to Implement programs?		Key Simultaneous Binding Constraints?
 Delivery method: in-person, digital, play, edutainment, school/work-based Trainer: work experience, soft skills Dosage: Time per skill, time distribution Refresher/Reinforcement of skills 		 Hard skills/Business skills Norms Capital Networking

Causal Mechanisms? Knowing preferences

Mentorship

Setting goals, planning
Inaction-action gap
Overcoming obstacles
Business practices, networks
Access to Funds, Asset Ownership
Program Participation/Take-up
Household support
Foundational skills to develop other skills

Outcomes

Entry job search, hiring, business formation, occupation selection

Cultural Adaptation

· Gatekeepers: involvement of family, peers, teachers, employers, leaders

Income/Profits/ Retention

Decision Making Power over income, assets, business

Wellbeing anxiety, depression, wellbeing