

Bridging the Gaps to Youth Employment

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Youth labor market challenges

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Labor market supply



Labor market demand

65,000 new labor market entrants per year

- Only 14% with university/technical education
...but poorly prepared for job market
- 5.8 years average education



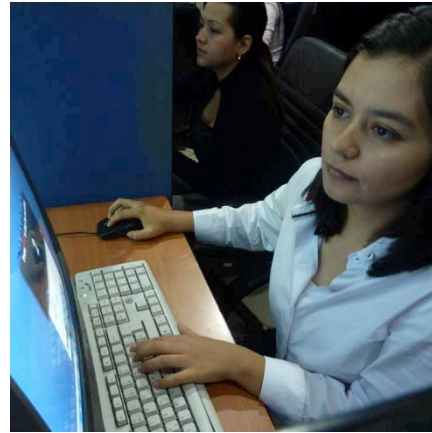
Growing pool of unemployed and underemployed youth

- Job opportunities mostly technical (call centers, aircraft maintenance, agriculture)
- Large gap to reach minimum qualifications/competencies (English, customer orientation, realistic expectations)



Unfilled jobs and limited investment

Key question:
How to bridge
the gaps?



Failures in the labor market and expected changes

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Failures

- Lack of information, counseling
- Few choose technical certifications as alternative to university degree
- No data on job placement and quality of education/training options

Individuals/ Families

Changes

- Certified career counselors and information resources available through educational institutions, municipalities, and on-line
- Employability enhanced with practical skills and credentials

- Unresponsive to evolving market needs
- Few certificate and non-degree programs: the missing middle
- Limited experiential learning/internships

Educational Service Providers (ESPs)

- Non-degree certificate programs and curricula changes developed with industry
- Competition based on job placement
- ESPs used by governments to attract investment

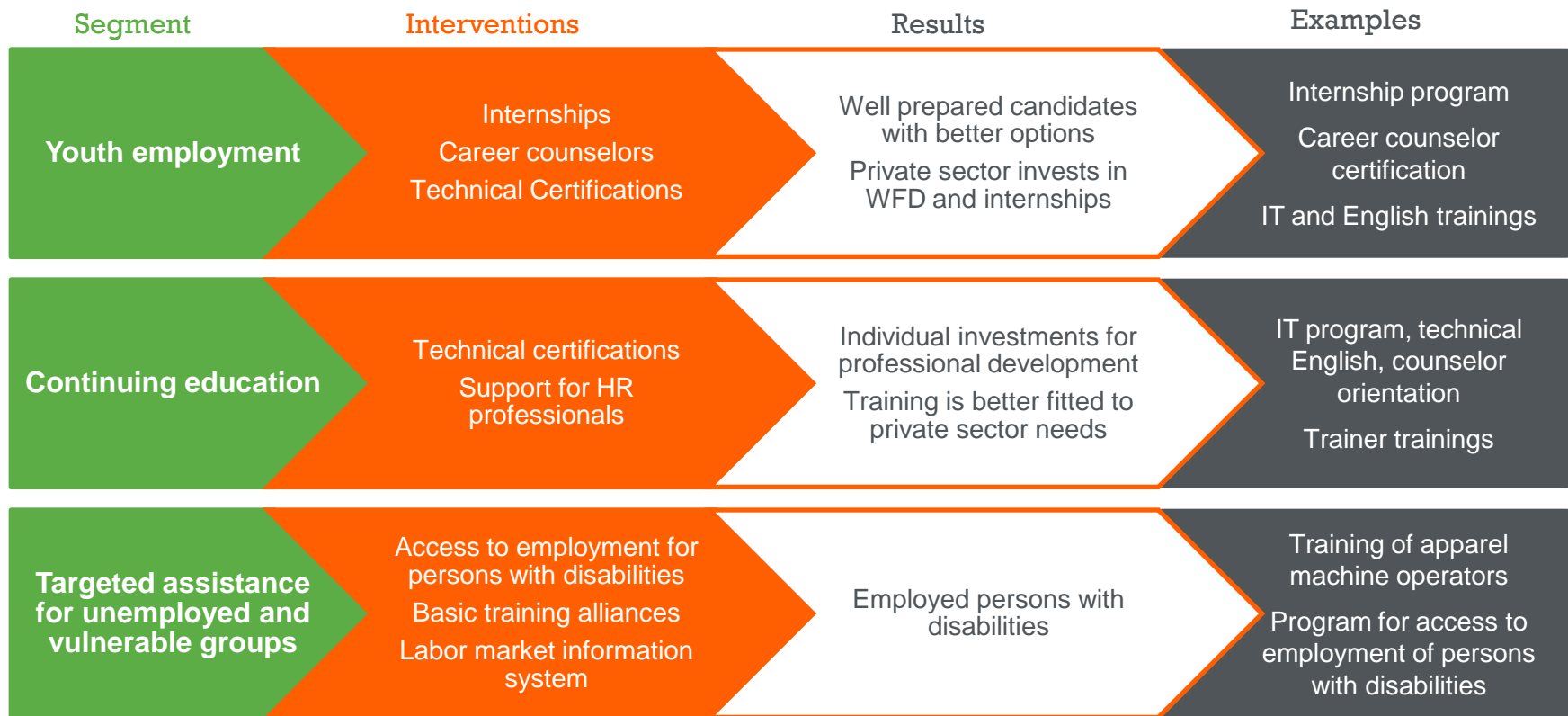
- Reluctant to invest in training

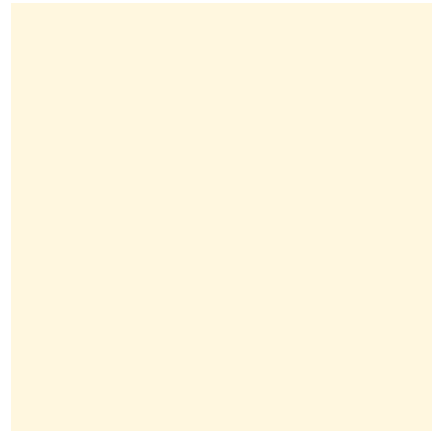
Employers

- More investment in human resources
- Active engagement with ESPs and government to shape relevant programs and curricula

Conceptual Framework for USAID's Access to Employment Project

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Thank you.

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