



SUPPORTING YOUTH: LESSONS FROM THE OECD LEED PROGRAMME

Presentation by Jonathan Barr, Policy Analyst, OECD



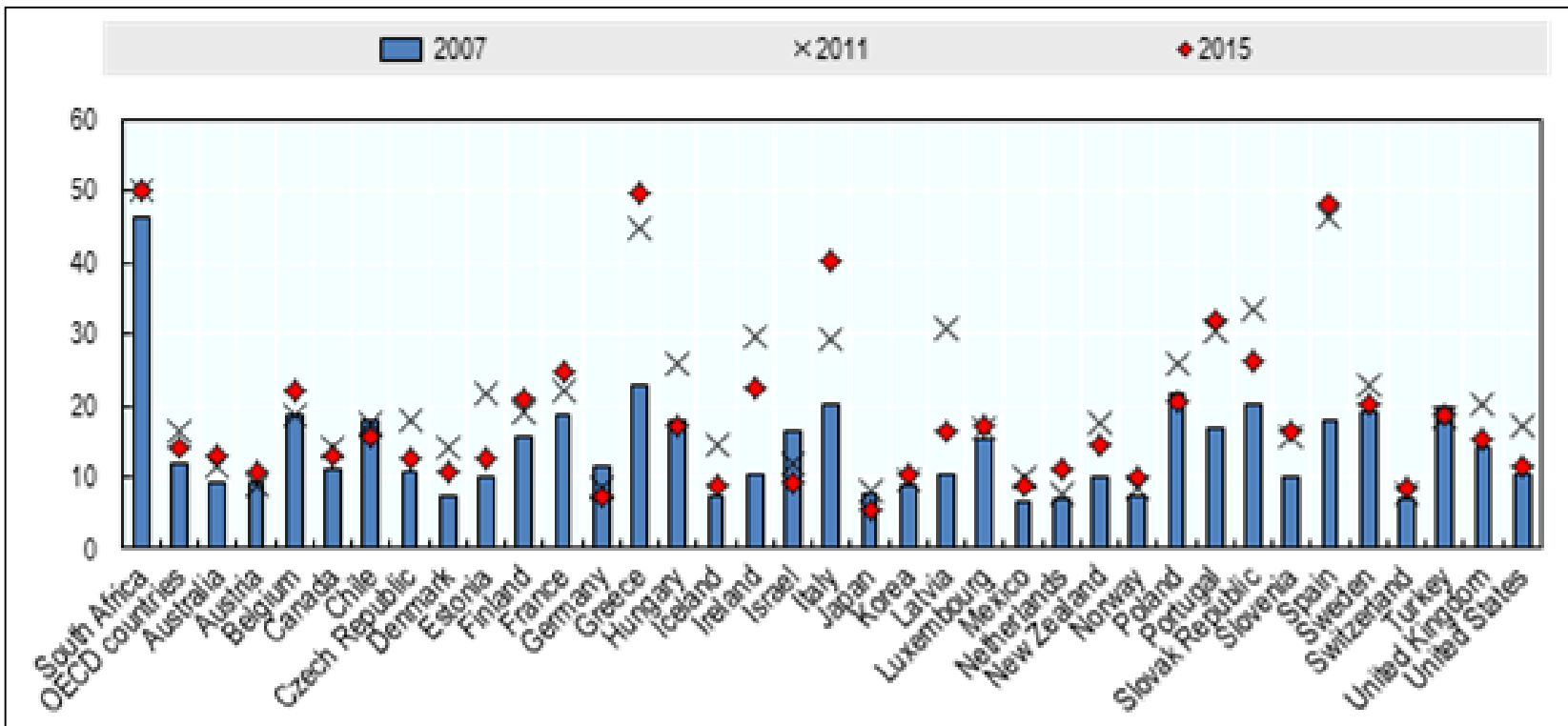
OECD Local Economic and Employment Development Programme (LEED)

- What is LEED?
- Current work is focused on the role of local labour market policy in stimulating quality job creation and productivity
- Youth are core element of LEED work. Recent projects/publications include:
 - Engaging employers in skills development and utilisation
 - Integrating migrant youth into labour market
 - Local skills strategies – how local areas have been activating/up-skilling young people and using joined up approaches
 - Skills for youth entrepreneurship



Youth unemployment remains high

Youth unemployment rate, 2007, 2011 and 2015
As a percent of all youth aged 15/16-24 in the labour force



Source : OECD estimates based on national labour force surveys.
*data for 2015 not available (replaced by 2014 data)



The local level is critical to support youth employment opportunities

- Importance of local leadership from elected officials, mayors and local employment services and economic development organisations
- Local leaders can engage youth and business including through breakfast meetings, media and marketing campaigns
- Local government can use their spending power and funding policies to ensure good programming is put in place and that employers provide apprenticeships.
- City governments can also act as a central coordinating body, to coordinate outreach to avoid duplication and “engagement fatigue” among local employers.
- Good examples: Local apprenticeship hubs in the United Kingdom, Otorohanga, New Zealand





No one size fits all apprenticeship model/framework

- Large variations across the OECD in terms of:
 1. duration of programmes
 2. percentage of time spent on the job training
 3. completion rates



Promoting High Quality Apprenticeship Programmes

High quality apprenticeship programmes that are more valuable to youth and more attractive to employers share a number of characteristics:

- Are not limited to specific age groups.
- Facilitate participation by disadvantaged youth.
- Include a strong training component.
- Provide training that is not too narrowly focused.
- Cover multiple sectors and occupations and encourage the participation of women.
- Involve an equitable sharing of their costs among employers, the public authorities and apprentices.
- Operate according to competence-based completion rather than time-based completion.
- Require good governance to prevent misuse as a form of cheap labour.
- Are jointly managed by the social partners and relevant institutions.
- Are certified and well integrated with the formal schooling system.



Encouraging employer leadership

- High levels of employer involvement = critical success factor for effective youth employment programmes
- Employers can take “ownership” of the system
- Promoting the benefits to employers while also exerting moral pressure on employers not participating to rethink their approach
- Good examples: European Alliance for Apprenticeships, ABN Group Australia, Apprenticeship 2000



A skills shortage?



A lack of skilled workers?

Or rather a problem
of work organisation?





Addressing the NEET challenge

- Early years education
- Finishing school is a priority
- Personalised support to help youth progress into employment or training
- Recognition of informal and non-formal learning & raising aspirations



Key lessons

- Make available work attractive to youth:
 - Examples: BladeRunners/ Canada
- Youth ownership/leadership
 - Example: Job garage in Stockholm, Sweden
- Removing barriers to joined up approaches
 - From individual projects to improving the ecology of interventions
- Data availability and data sharing:
 - Example: Glasgow Youth Gateway
- Supporting good performers through youth entrepreneurship opportunities



Thank you
Jonathan.barr@oecd.org