

YOUTH

EMPLOYMENT

**Learning Guide
on Youth Employment**

Enhancing Knowledge and Capabilities
to Support Youth Transition to Decent Work

OVERVIEW

The “**Learning Guide on Youth Employment**” seeks to respond to the increasing demand for knowledge and capacity-building services on youth employment. It is meant to provide ILO constituents and other development stakeholders with evidence-based support to decision making.

This guide is addressed to a mixed audience including: senior government officials; employers’ and workers’ representatives; UN system staff and staff of other multi-lateral or regional organisations; multi-lateral and regional development banks; bilateral agencies; youth-serving NGOs; managers and task leaders of youth employment programmes.

The content of the Guide draws on international literature and experiences and is in line with ILO policy instruments (notably the 2012 ILC Resolution titled The Youth Employment Crisis: A Call for Action) and intervention modalities on youth employment.

Through exposure to the learning content and related activities, readers will become acquainted with the latest thinking on the way to promote and monitor youth employment; they will also get insights from research and technical assistance work undertaken by the ILO and other agencies, and will learn about what works and what does not in terms of policies and programmes, thus obtaining guidance for future decisions pertaining to youth employment.

Development Process

The production of this guide has been commissioned and financed by the International Training Centre of the ILO through its Innovation Fund which has been set to embed innovation and excellence in the Centre’s learning and training activities.

The bulk of the work was accomplished in 2013. Different programmes of the Centre and other ILO units participated in the development process, and external collaborators were also involved.

The drafting team included: Valter Nebuloni, Franca Patera, Lia Pacelli, Fabio Berton, Martina Hengge, Frédéric Lapeyre, Maikel Lieuw-Kie-Song, Markéta Von Hagen, Michael Axmann, Laura Brewer, Peter Tomlinson, Paul Pounder, Cheryl Frankiewicz, and Claude Lambshead.

Overview

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The following ITC-ILO officials were responsible for quality assurance and for editing of selected modules: Valter Nebuloni, Alexander Kolev, Samuel Asfaha, Alessandra Molz, Peter Tomlinson, and Simonetta Cavazza. Franca Patera and Bronwen Dietrich provided essential inputs to the packaging of the various elements.

Some of the modules of the Guide were tested during the Academy on Youth Development organized by the International Training Centre and held in Turin from June 24th to July 5th, of 2013. The Academy brought together a considerable number of international and national actors concerned with youth development issues. The insights and comments gathered allowed for the necessary improvements to be made.

Structure of the Guide

The “Learning Guide on Youth Employment” has been conceived as a flexible source of information and support materials for training sessions on youth employment-related subjects.

The guide is divided into Learning Modules, with module 0 setting the scene and the remaining modules designed around the themes and specific topics hereunder.

Module 0

Tackling Youth Employment Challenges

- The Youth Employment Crisis
- What Has Been Done?
- Towards an Integrated Approach to Youth Employment
- Moving Along the Policy Cycle
- Youth Participation

Module 1

Tools for Analysing the Youth Employment Situation

- Key Concepts and Definitions
- Analysis of Youth Labour Market Outcomes – Examples from the Literature

Module 2

Designing Youth Friendly Labour Market Institutions

- Public and Private Employment Services
- Employment Protection Legislation
- Unemployment Benefits
- Taxation of Labour
- Minimum Wages

Module

3

Creating Job Opportunities for Youth

- Youth-Friendly Macroeconomic Measures
- Sectoral Strategies for Job-Rich Growth: Priority Sectors and Employment Targeting
- Public Investment and Employment Programmes Focusing on Youth

Module

4

Measures for Improving the Employability of Youth

- Clarification of Relevant Terms and Concepts
- Formal Education and Training Systems
- Skills for Disadvantaged Youth
- Strengthening the Link between Training and the World of Work

Module

5

Supporting Youth Entrepreneurship and Self-Employment

- Why Promote Youth Entrepreneurship?
- Importance of Entrepreneurship Education
- Generating Good Business Ideas
- Microfinance for Youth
- Business Counselling and Mentoring for Young Entrepreneurs

Module

6

Monitoring and Impact Evaluation of Youth Employment Programmes

- Concepts and Methods for Monitoring and Evaluation
- Concepts and Methods for Quantitative Impact Evaluation
- The Econometrics of Impact Evaluation
- Implementation Issues in Monitoring and Evaluation

Module

7

The Gender Dimension of Youth Employment

- Introduction to Gender-Related Concepts and Terminology
- Micro-Level: Gender Norms, Stereotypes and Employment
- Meso-Level: Skills Development and Employability
- Macro-Level: Poverty, Macro-Economic and Labour Market Policy

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The modules above cover interrelated and mutually reinforcing strategies cutting across various disciplines, in accordance with the multi-pronged approach to youth employment advocated by the ILO.

The integration of youth employment into programme and project planning is necessary for any adequate intervention on the matter. Consequently, the modules also address various aspects of the ILO policy cycle, highlighting analysis of data, the development of indicators, and good practice for the implementation of youth employment projects, and monitoring and evaluation.

Each module is presented in two different handbooks: (i) the Participant's Handbook, and (ii) the Facilitator's Notes.

The Participant's Handbook provides the reading material, personal reflection exercises, and references to possible classroom activities, whereas the Facilitator's Notes provide session plans, guidelines for lectures and activities, as well as support material (which includes hand-out material, PowerPoint presentations, video references, etc.)

Methodology

The modules are designed to support delivery of face-to-face and blended courses, application of participatory techniques, and collective knowledge building.

The proposed methodology provides a general orientation for the training delivery process. The methodology includes an appropriate mix of theory and practice, such as case studies and exercises. Mechanisms for active participant involvement in the learning process seek to promote peer-to-peer exchange of expertise, good practices, lessons learned and ideas.

It should be noted that the purpose of this Guide is not to provide an exhaustive compilation of issues relating to youth employment but rather to offer a practical tool to identify and debate areas for policy reform and action.

The Guide is considered an evolving tool, to be updated and reviewed periodically.

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