

# JOB PLACEMENT SERVICES IN THE NEO PROGRAM FRAMEWORK

**New Employment Opportunities (NEO) Program**

A MILLION YOUTH

**neo**

A MILLION OPPORTUNITIES

## **ABOUT THE NEO INITIATIVE**

NEO is an initiative led by the Inter-American Development Bank (IDB), through its Multilateral Investment Fund (MIF) and its Labor Markets division (LMK), the International Youth Foundation (IYF) and partners: Arcos Dorados, Caterpillar Foundation, CEMEX, Fondation Forge, Microsoft, the Brazilian Social Service of Industry (SESI), and Walmart. This pioneering initiative brings together businesses, governments, and civil society in 12 Latin American and Caribbean countries to improve the employment opportunities of 500,000 young people, half of whom are women. This alliance pools resources, knowledge, and skills to drive effective and sustainable solutions to the problems of youth unemployment and skills gaps.

This study, entitled “Job Placement Services in the NEO Program Framework”, is part of a series of five thematic studies that analyze a range of aspects of the local implementations of NEO, documenting their achievements, identifying the operational challenges and restrictions, and recording lessons learned and best practices.

## **THE AUTHORS**

This study, entitled “Job Placement Services in the NEO Program Framework,” was written by Hugo Ñopo Aguilar, Senior Researcher, Grupo de Análisis para el Desarrollo (GRADE) with the support of Ana Paula Franco, Jostin Kitmang Matencios and Sebastian Sardon.

The opinions expressed in this publication are the author's alone and do not necessarily reflect the viewpoints of the IDB, its Board of Executive Directors or the countries it represents. Nor do they necessarily reflect the point of view of the MIF, IYF or NEO's corporate partners.

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## **EXECUTIVE SUMMARY**

This document corresponds to the final report, “Job Placement Services in the NEO Program Framework,” which studied the NEO initiatives in Chile, Colombia, the Dominican Republic, Jamaica, and Peru.

The study aimed to generate knowledge about the job placement strategies and services for opportunity youth that could help them enter the labor market. It is expected that the knowledge generated will be useful for both those in charge of providing public and private services and members of civil society who are involved in youth well-being services.

To this effect, the study analyzed the job placement services promoted and supported by various NEO alliances. Within this framework, the study identifies the strengths and areas that should be strengthened, as well as the new approaches, main innovations, and good practices with the alliances.

This report documents the experiences of five NEO alliances in order to identify successful cases, efficient strategies and positive results, as well as determinants that might help this type of project to succeed. The alliances examined were chosen using two criteria: (i) the study tried to analyze partnerships at different developmental stages (recently formed, developing, and established) and (ii) it ensured that the alliances selected were not the subjects of multiple other studies in this series. As a result, the alliances in Chile, Colombia, Jamaica, Peru, and the Dominican Republic were selected and visited in January and February of 2018.

This report presents a critical analysis of job placement services, emphasizing the alliances’ new approaches. On this basis, we will provide concrete recommendations on: (a) types of job placement services identified and implementation strategies, (b) conditions that have limited or supported the implementation strategies, and (c) major innovations and good practices.

The elements of a basic job placement model for opportunity youth are presented below. This will form the basis for the following section, which presents the processes encountered during the visits, with an emphasis on best practices and unresolved challenges. The annexes present supporting material that we consider relevant.



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