



Job Opportunities Shortage For Young People

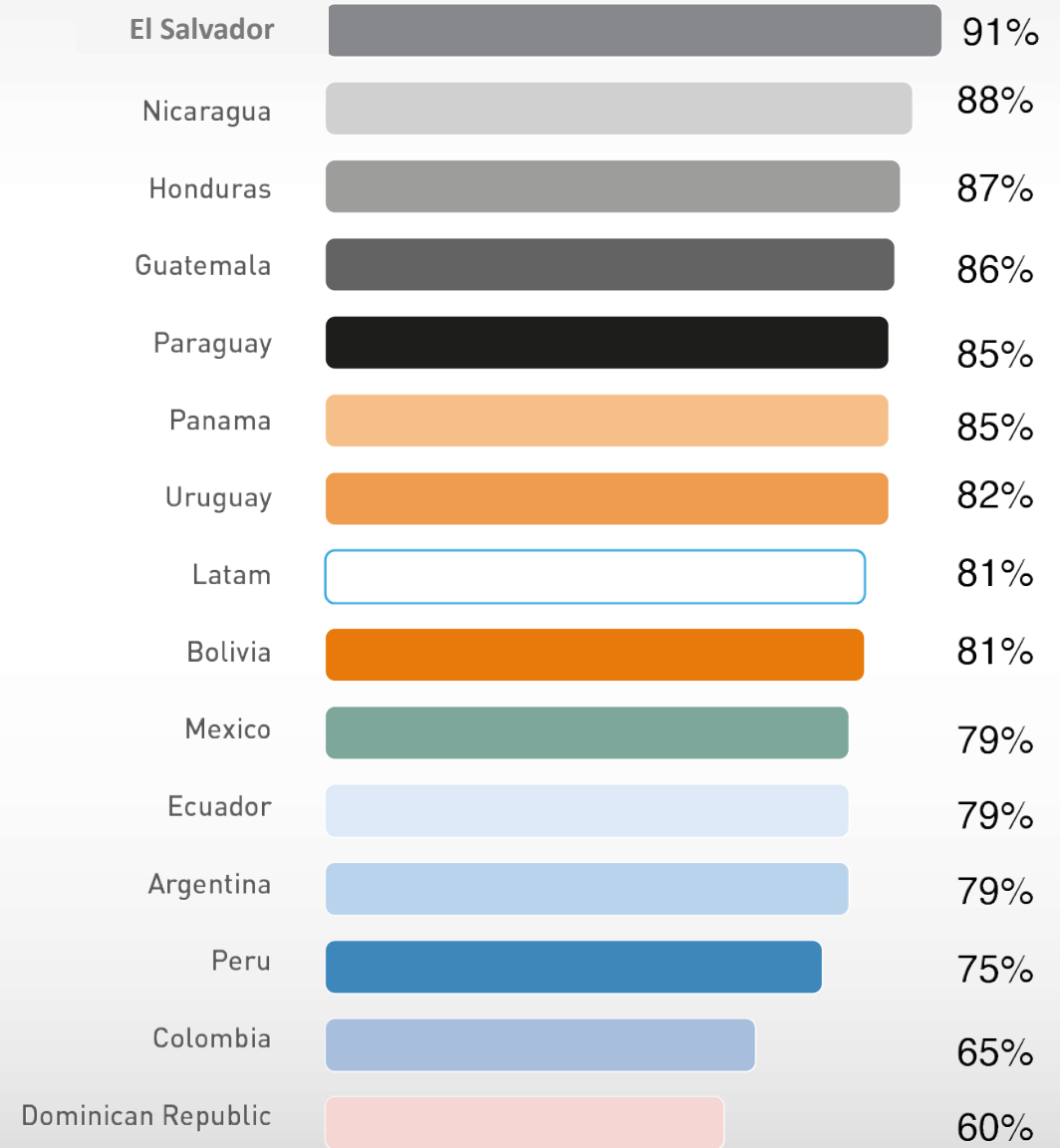


We asked more than 3,000 young people between 18 and 29 years of age in 14 countries of LATAM region:

- Have you ever had difficulties to find a job in the last 12 months?
- Which are the reasons that you consider that they do not hire you?
- Which factors are important for you to accept a job ?



Difficulty for young people to find job:



The Top 10 job posts that young people search:



Management and Administrative Positions (Receptionists, Administrative Assistant, Management Positions)



Sales Representatives (Sales Executives, Sales Adviser).



Human Resources (Recruiters, HR Assistants)



Client Contact & Services Contact (Call Center Positions, Client Service Representatives)



Accountancy & Finances (Accountancy Assistants, Accountants, Financial Analysts)



Manufacturing (Machine Operators/ Production)



IT (Programmers/ Developers, Data Analysts)



Marketing (Graphic Design, Marketing Analyst)

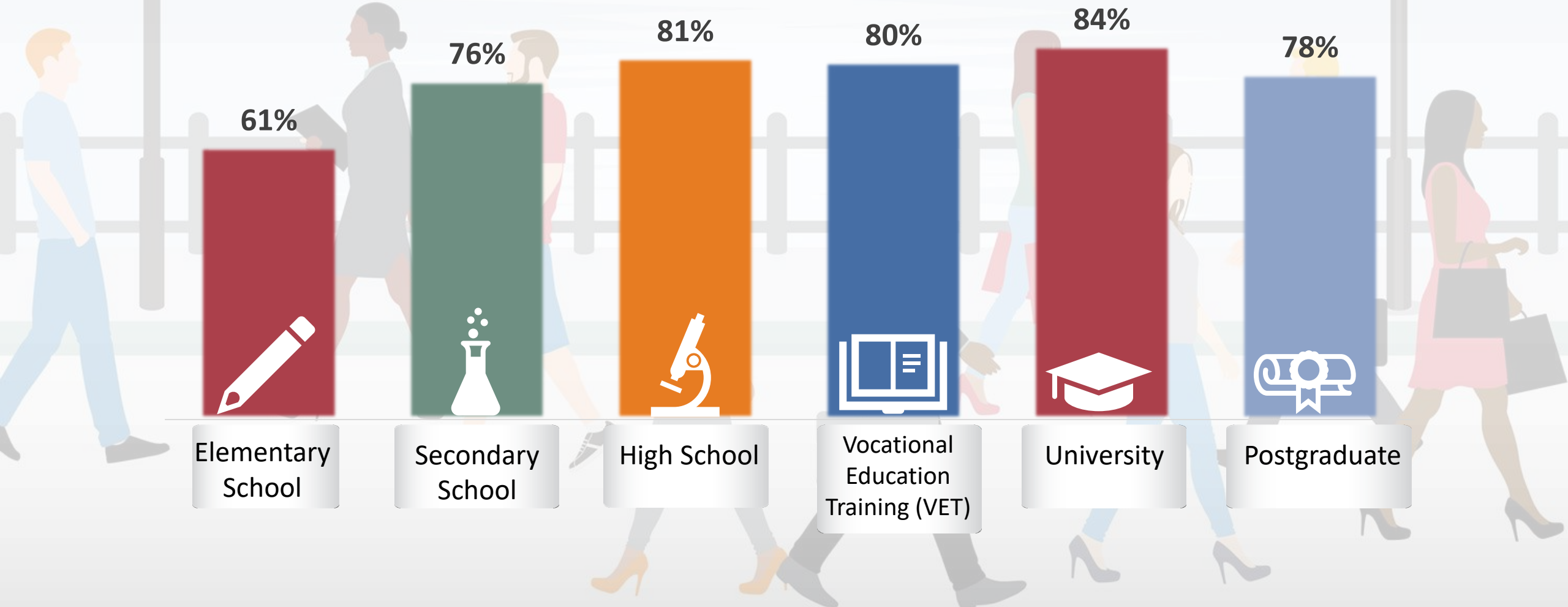


Qualified Professionals (Engineers, PMOs, Researchers, Lawyers)

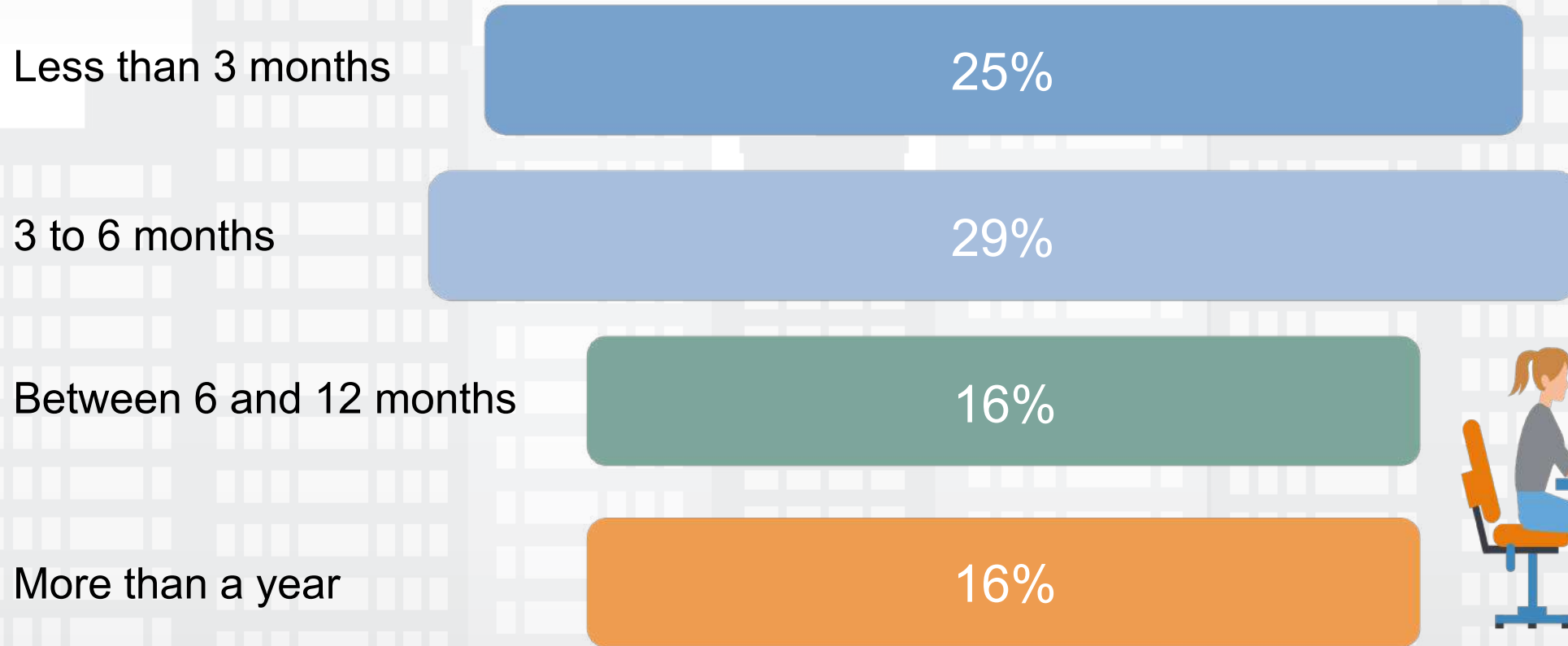


Transportation & Logistics (Storers/ Logistic Analyst)

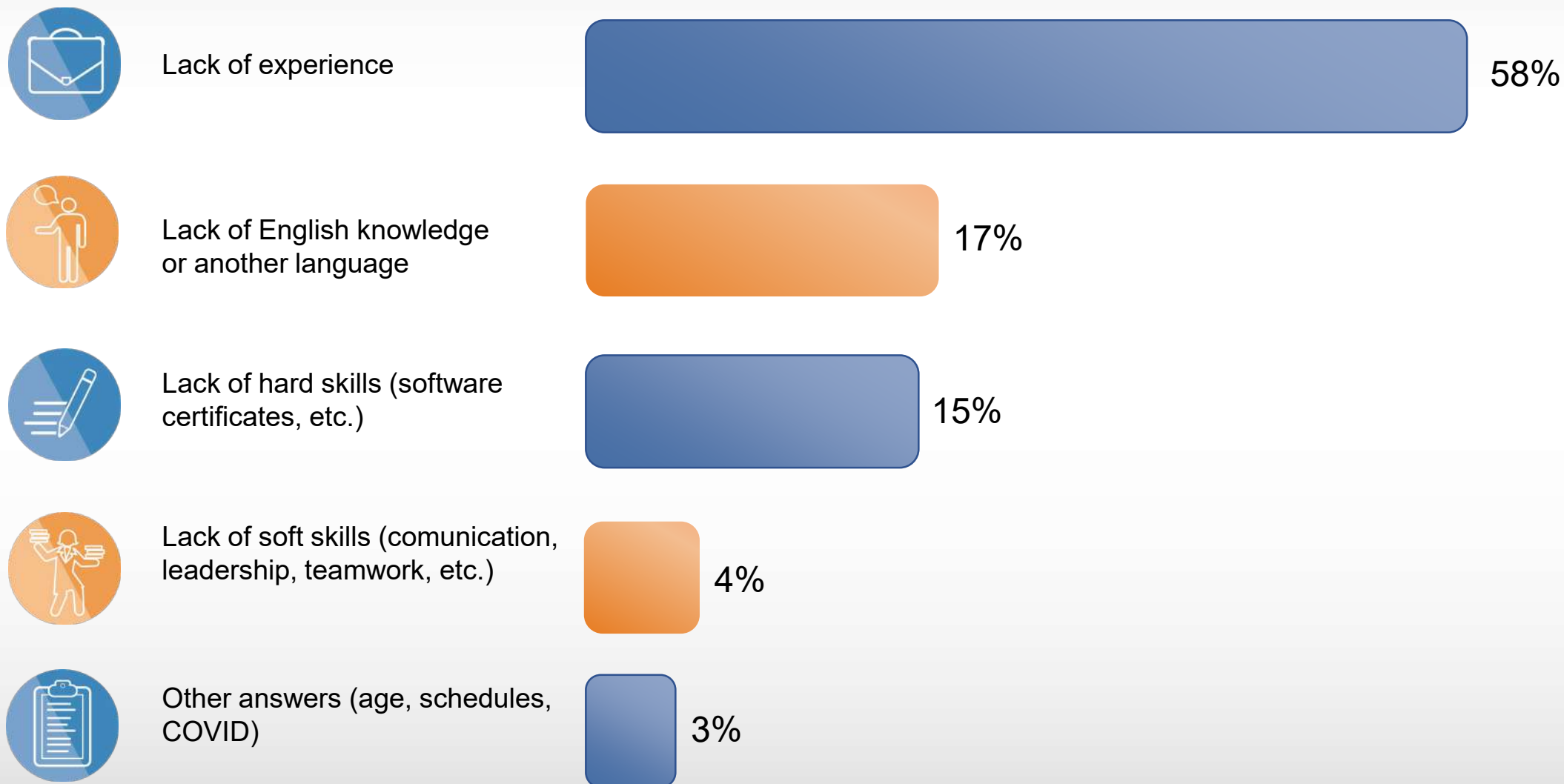
Difficulty to find a job by level of education



¿How long does it take to find a job?

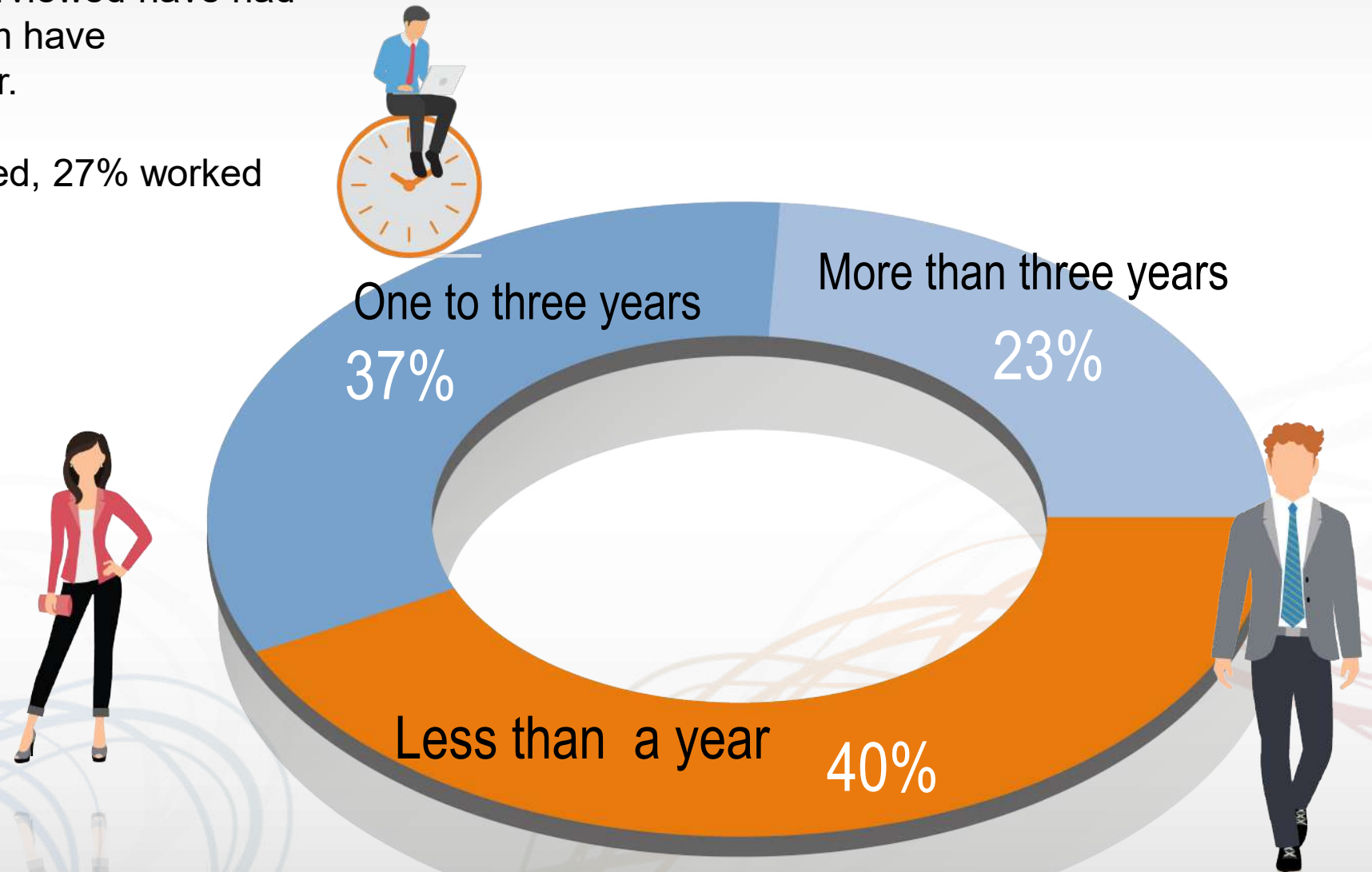


More than the half of young people interviewed said they were not hired because of lack of experience; the second reason is followed by lack of English knowledge or another language.

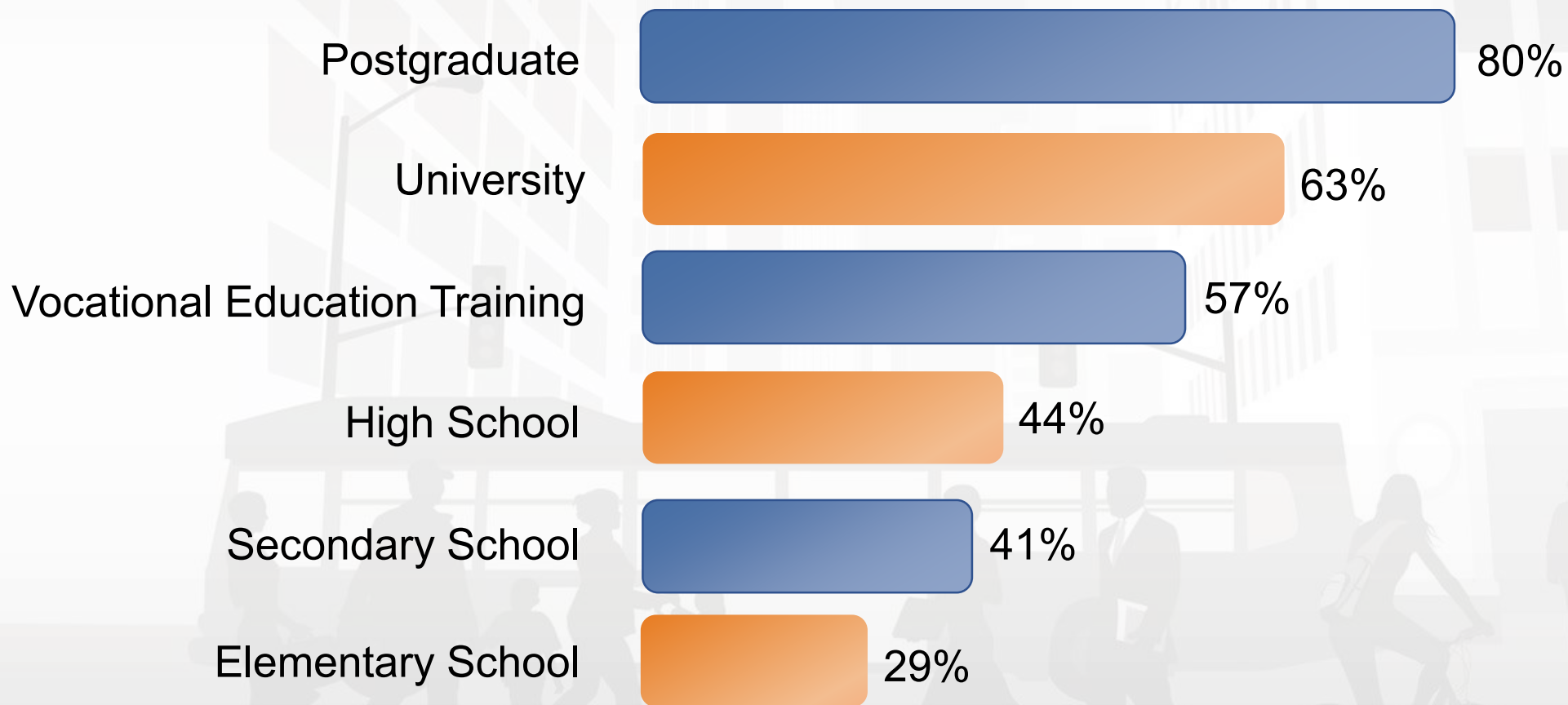


79% of the young people interviewed have had a work, however, 40% of them have experience of less than a year.

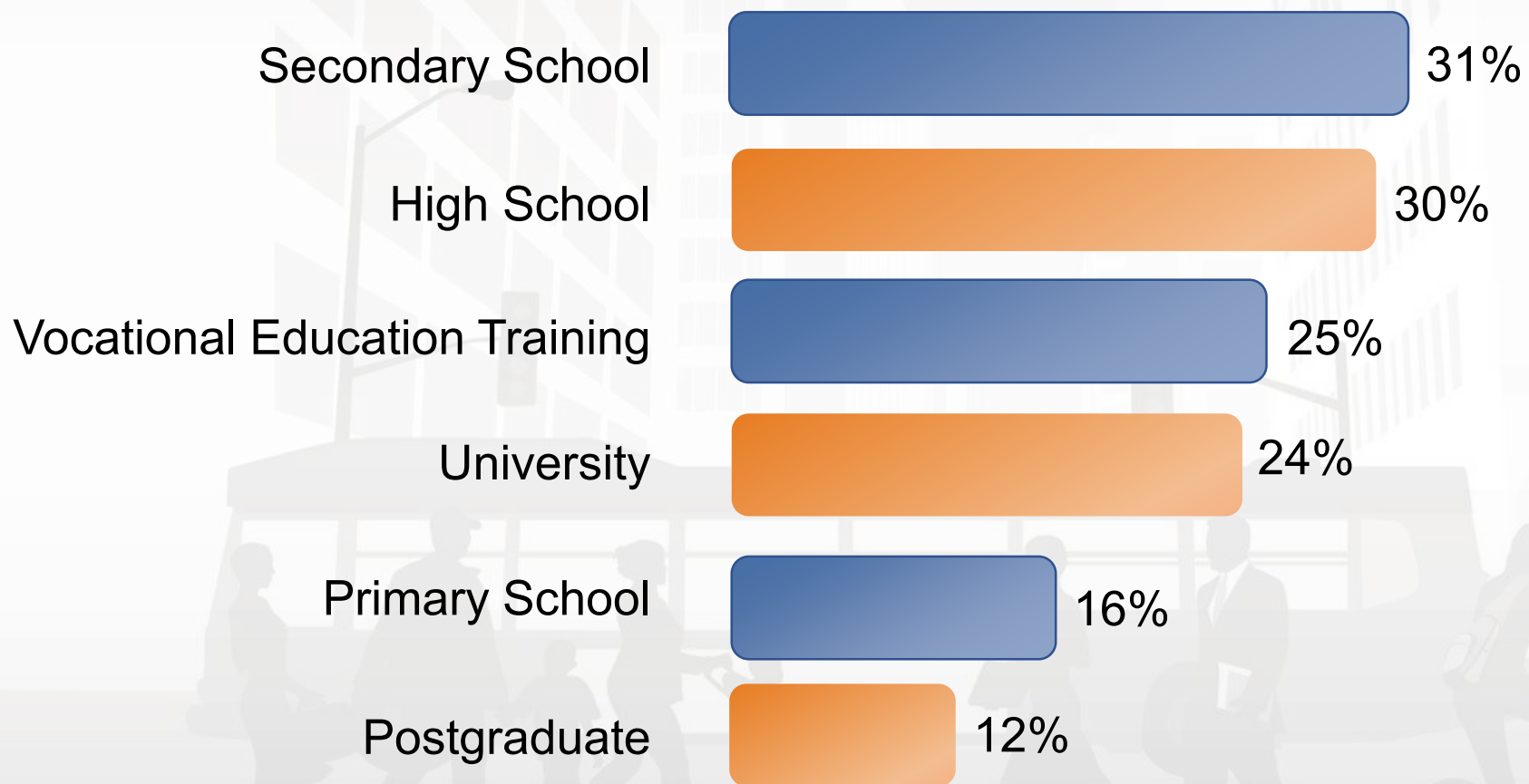
79% of those who have worked, 27% worked at informal jobs.



Participation on formal jobs according to level of education



Participation on informal jobs according to level of education



Main reasons why young people do not accept a job:

Most important



Low salary

Intermediate Importance



Not a formal job



No benefits besides the ones established at law



No time flexibility
(Working during weekends or part times)

Less Important



More than 8 hours of work



The job is not near home

Main factors to accept a job:

Most Important



Good salary



Professional growth



Formal contract

Intermediate Importance



More benefits than those from law (Insurances, Fund Savings, etc.)

Less Important



Career plan



Near home



Time flexibility



Skills development



Location



Challenges

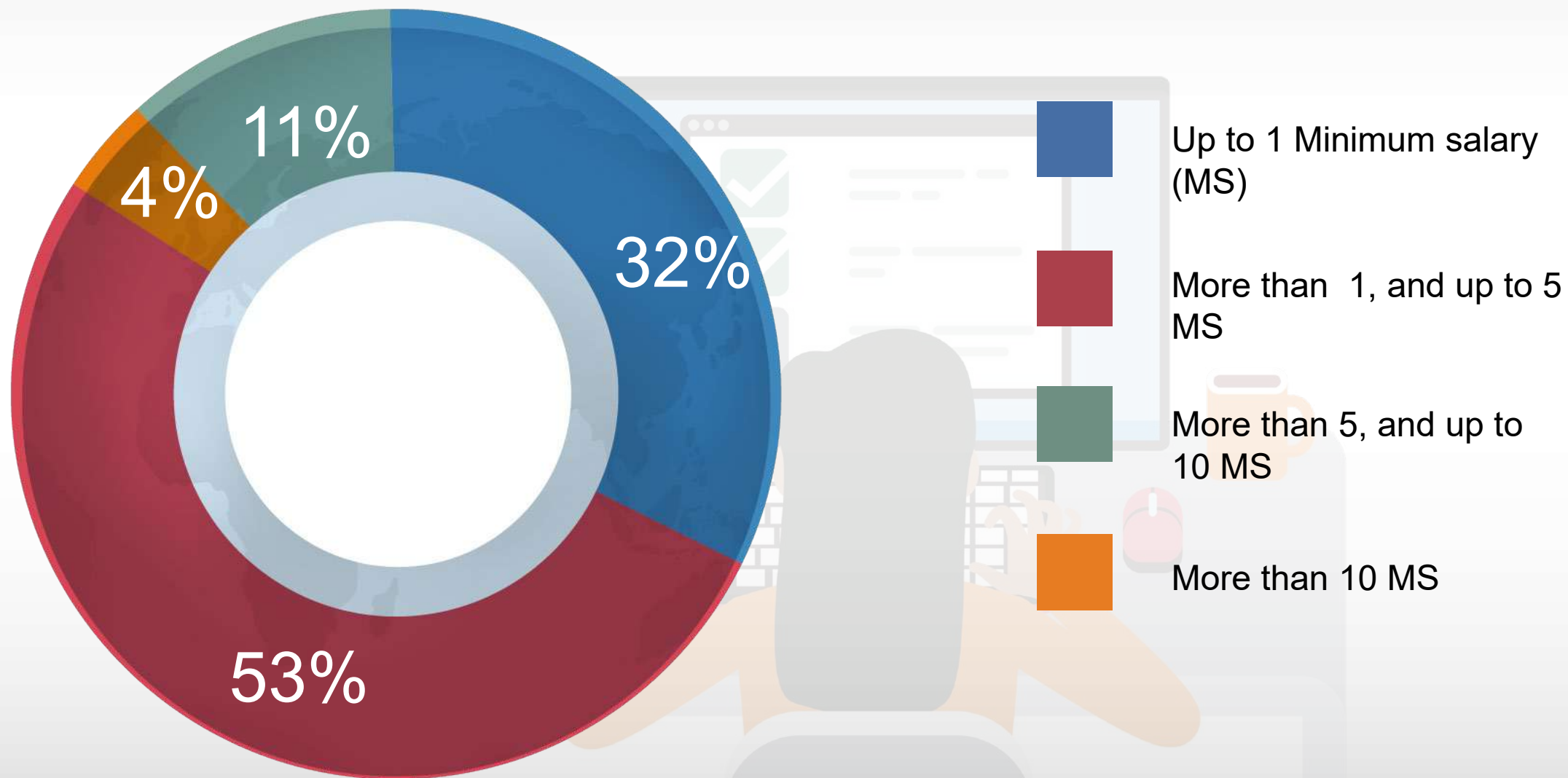


Additional benefits (parking, food court, transportation, gym, etc.)



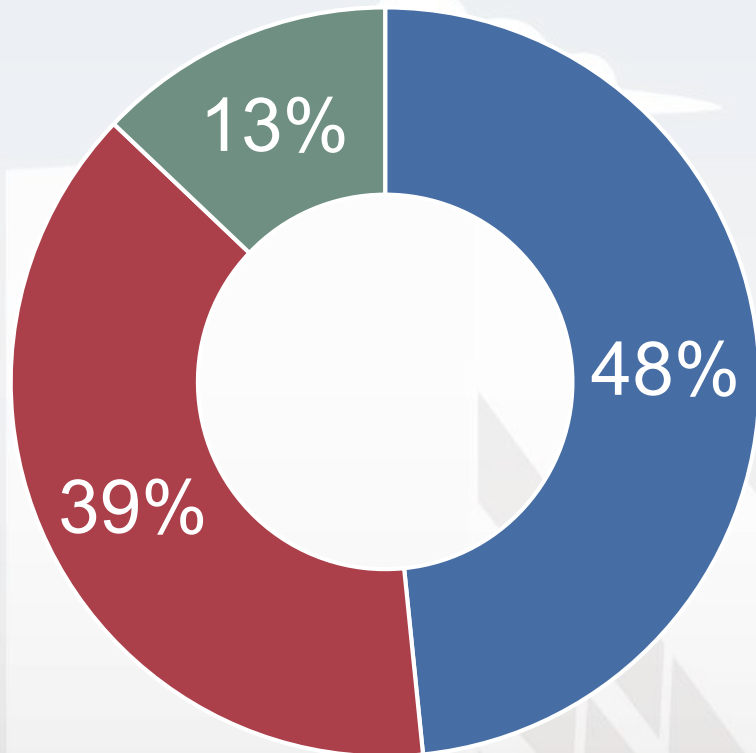
Renowned company as best place to work

Salary Expectation

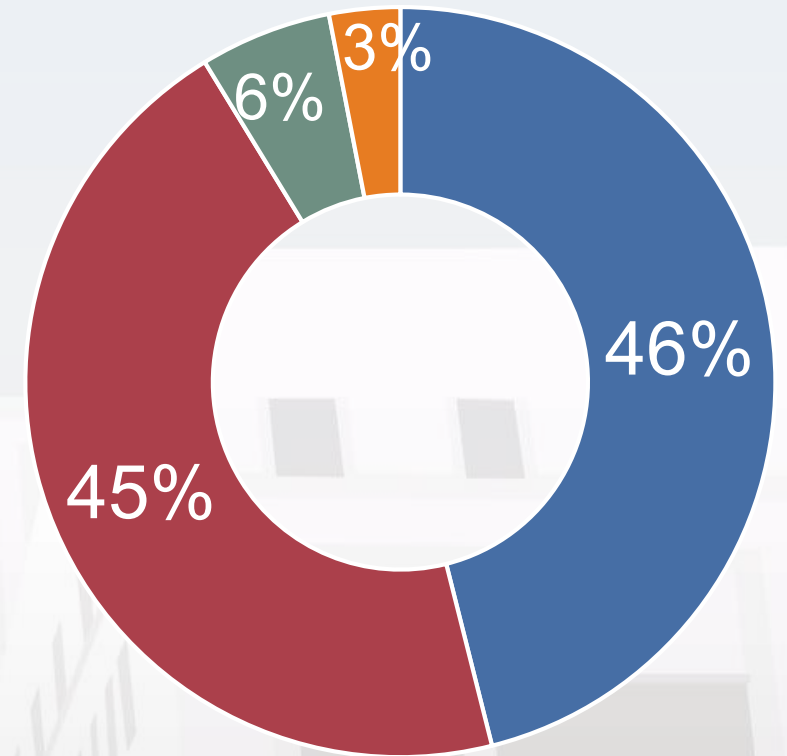


Salary Expectancy by Level of Education

Elementary



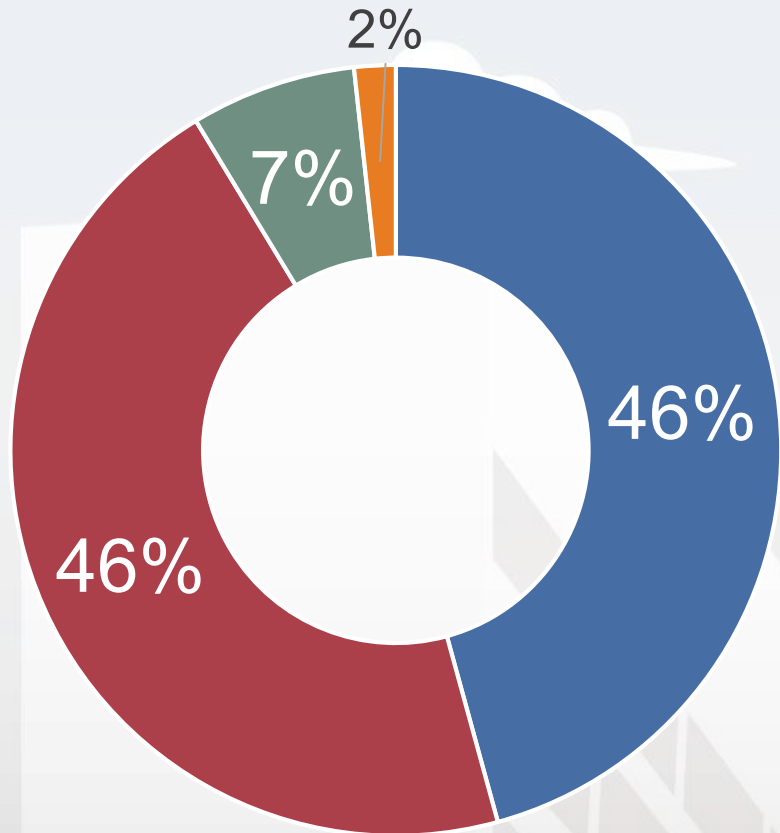
Secondary



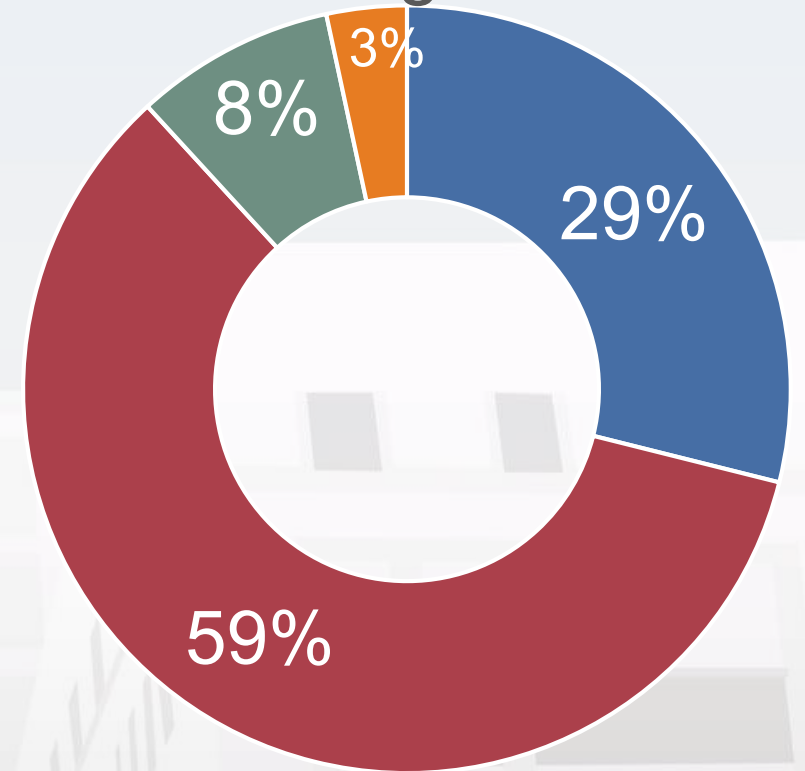
- Up to Minimum (MS)
- More than 1, and up to 5 MS
- More than 5, and up to 10 MS
- More than 10 MS

Salary Expectancy by Level of Education

High School



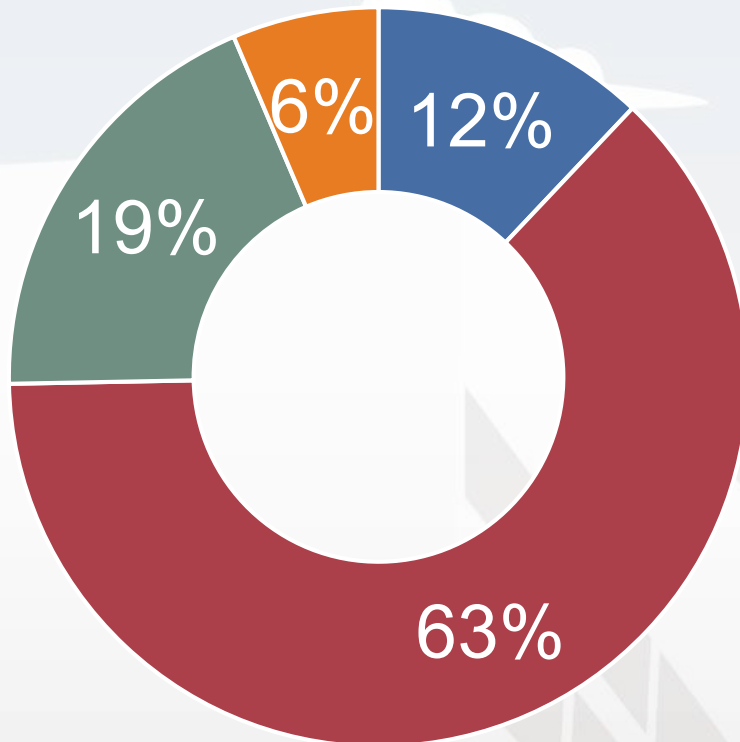
Vocational Education Training VET



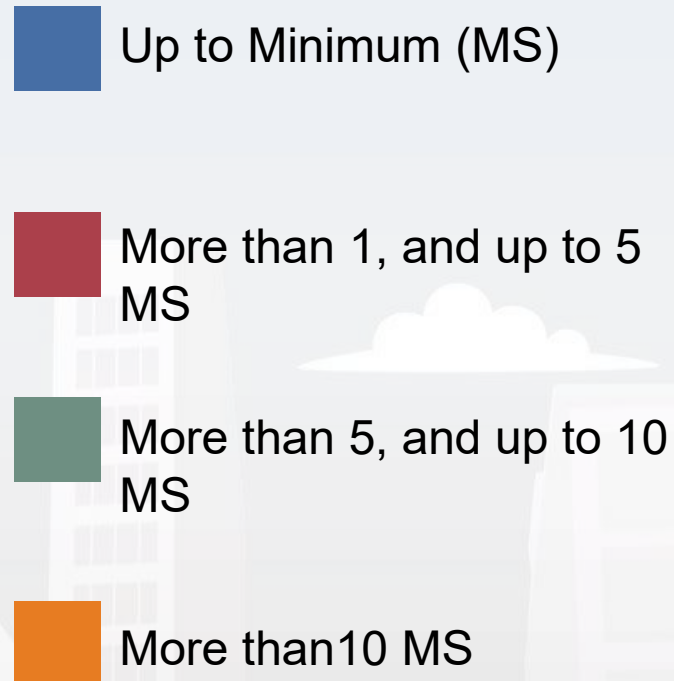
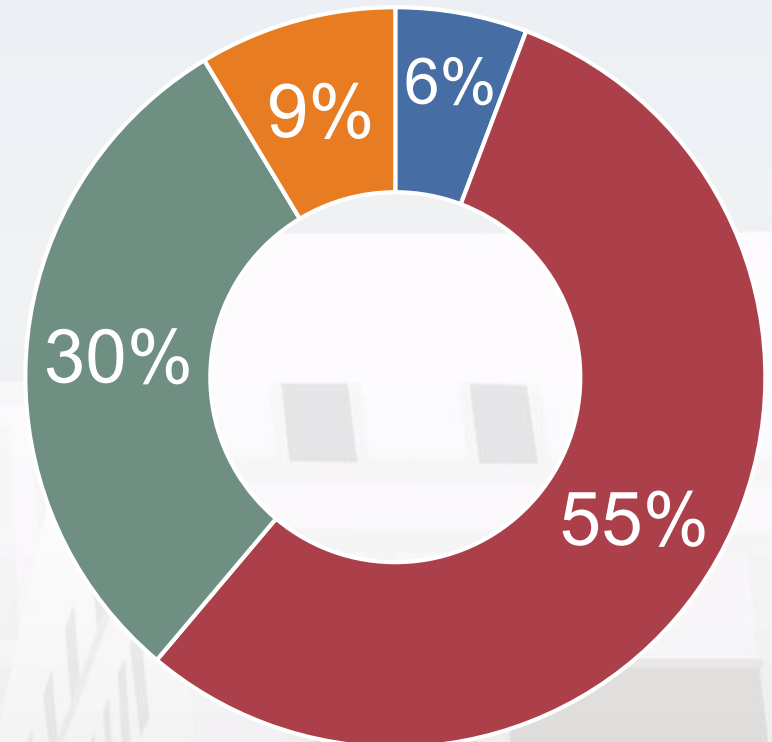
- Up to Minimum (MS)
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- More than 10 MS

Salary Expectancy by Level of Education

University



Postgraduate



Main areas of studies



1 Economic/
Administrative



2 Engineering



3 Social Sciences



4 Health
Sciences



5 Education

Main careers studied by young people



1 Management



2 Psychology



3 Accountancy



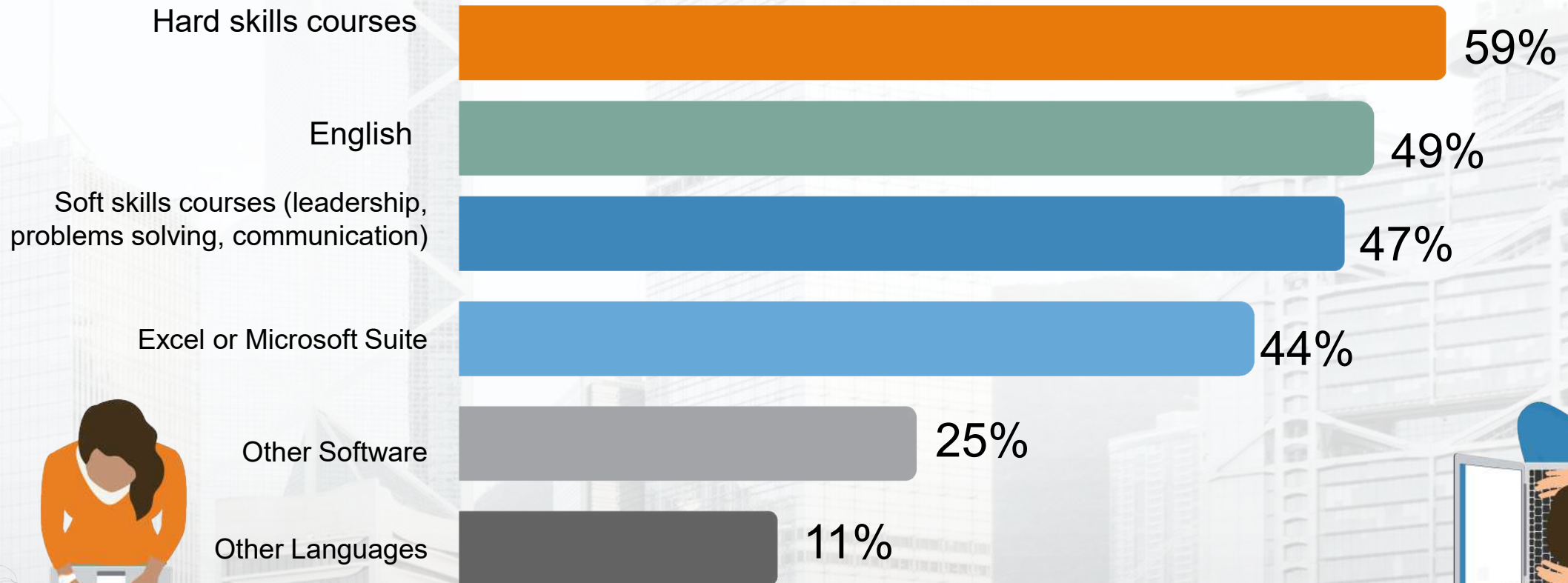
4 Industrial Engineering



5 Marketing

¿What are young people doing to improve their employability?

70% of those who were interviewed are taking extra courses beside their career.



Conclusions & Suggestions



WHAT YOUNG PEOPLE CAN DO

Although there is a similarity between what young people look for, and what enterprises are offering, there is a gap. To reduce it, the following is needed:



To adapt to opportunities and to make a career in the organizations.



To get experience before ending their technical or professional careers.



To take additional courses to improve their employability such as English, Office, soft skills (communication, leadership, decision taking).

The main **challenges** for LATAM are **low salaries** and **informal jobs**.



Young people need more experience to get a formal job.

Companies use to pay more for the experience than the level of studies, so the sooner they start working the better, because they can get the job posts and salaries they wish.

More flexibility to accept salaries.

WHAT EMPLOYERS CAN DO



Promote alternative models of work.*

Strengthen Laboral inclusion.*

Training young people without experience on soft skills.

Invest on the development of young people.

In lower levels it is required an increase of around 50% on salaries to attract people and be competitive against informality.

It is important to take advantage of LATAM young talent.



There is a demographic bonus to use. young people today have a better education than 20 years ago. Their level of digital culture is higher too.

As they participate in training programs inside the organizations, they will become an important human capital for enterprises in LATAM.



WHAT GOVERNMENT CAN DO

Promote programs to help young people to incorporate to organizations.

These kind of programs have shown they are successful so they should keep operating and receiving resources.

Develop and implement support strategies for entrepreneurs.*

Simplify regulations for entrepreneurs and SMEs by reducing financial and administrative barriers.

Enhance access to digital infrastructure, connectivity and digital skills training.

Incentivize the informal sector to formalize.*

Review, reduce and simplify taxes and other administrative processes to support formal sector.

To support the formalization of business through improved access to information about fiscal regimes.



WHAT SCHOOLS CAN DO

Schools and universities should include at least two years of work experience



Professional careers with graduates without experience usually do not have success when their students join the world of work.



Students with professional practices for two or more years immediately get a job.

Schools and universities should avoid school dropout.



To foster the learnability of entrepreneurial skills.*



To adopt new methodologies and technologies of teaching.*

To improve education systems to align with future labor market needs . *



To promote education on Science, Technology, Engineering, Arts and Math. (STEAM).



Evaluate teaching metrics and foster them to focus on skills for the future.



Private Sector and Government, as well as, Social Sector play a main role to address the problems this paper found.




Social Sector has the power to make neutral the differences between ideologies that exist between Government and Private Sector



Social Sector has the structures needed to prove new methodologies, take risks, and become a real “solutions laboratory” able to reach scalability through the synergy with other sector.



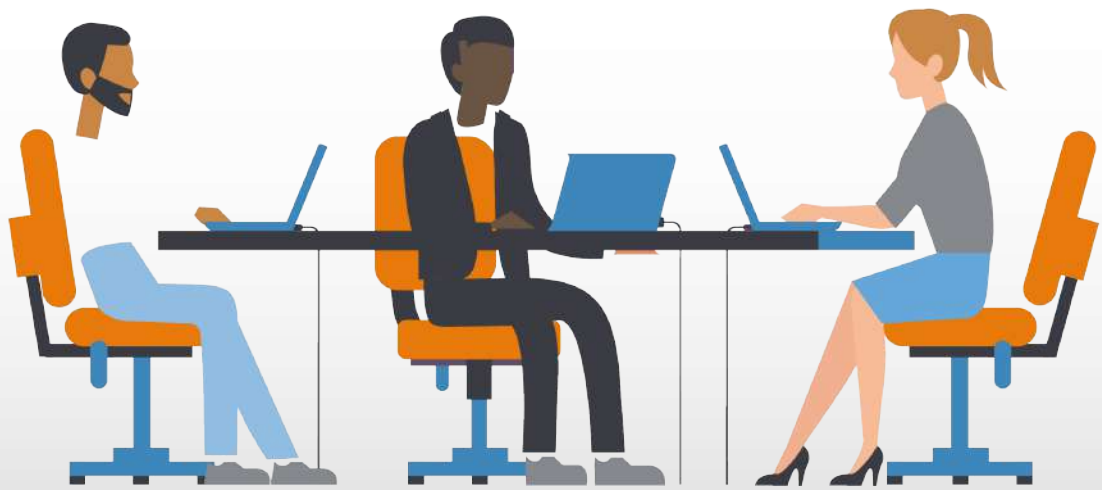
Some solutions from Social Sector:



● To promote learning through experiences. (To learn through projects).

● To keep promoting the importance of developing a real Culture of Work.

● Civil Society works focusing on the fact that crisis becomes a positive situation capable of bringing more social justice.



Employment can be developed as:

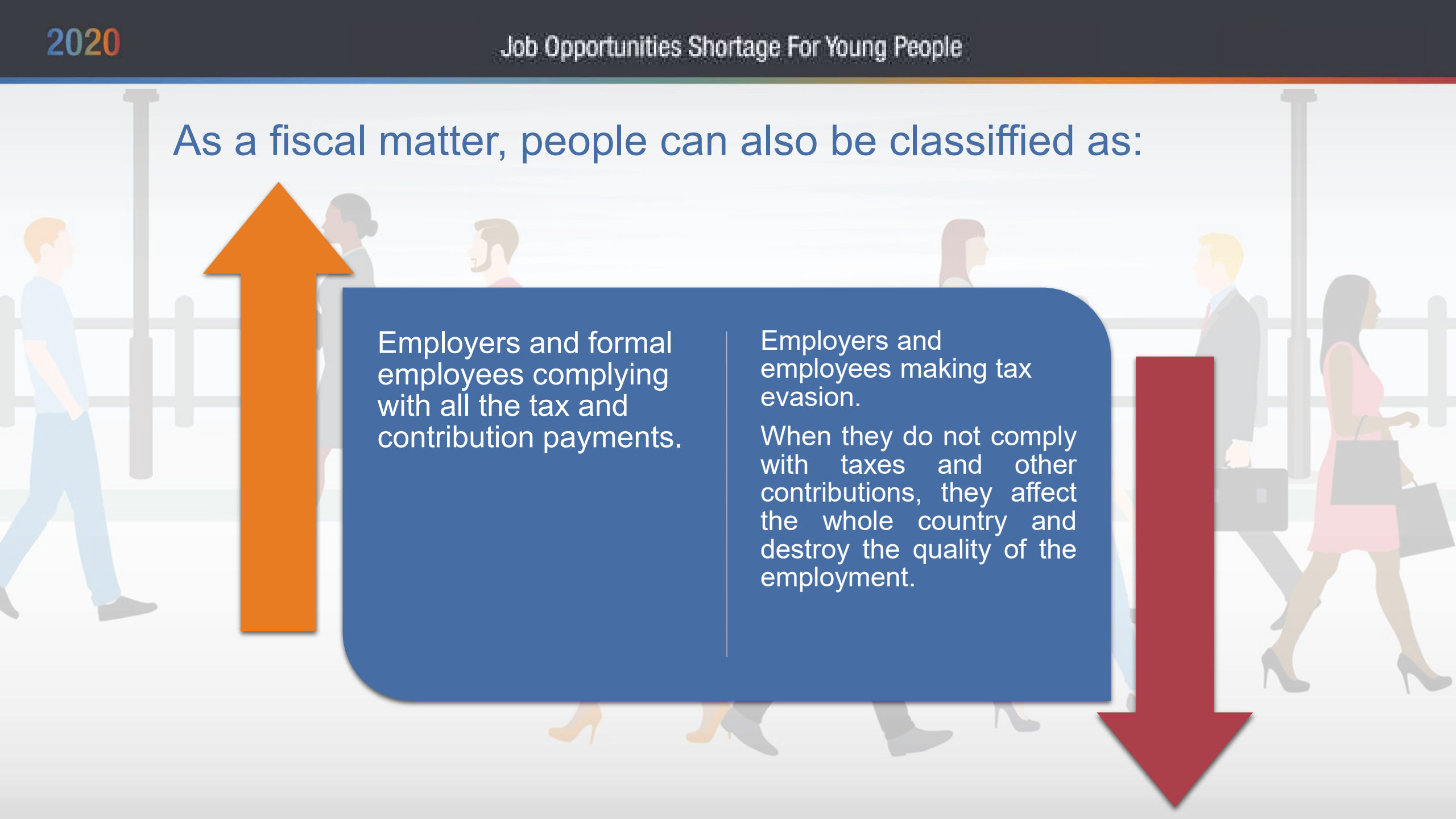


Independent employee
or freelancer

**Employee of one or
more organizations.**
Through direct
employer or
outsourcing.



As a fiscal matter, people can also be classified as:



Employers and formal employees complying with all the tax and contribution payments.

Employers and employees making tax evasion.

When they do not comply with taxes and other contributions, they affect the whole country and destroy the quality of the employment.

We all have the right to a formal and decent job.

The relationship between the employee and the employer must allow the worker feel valued for its work, and proud of its contribution to the society.



Searching for a job is a job by itself.

Work dignifies and allows progress for individuals, organizations and countries.

“An organization and a country values what their people value”.



