

# A WAPES/YouMatch Cooperation Project SamPES



You**Match**

Global Initiative on Innovative  
Employment Services for Youth

Second Panel Discussion





# Introduction

- The **Long –Term strategy of WAPES** approved by the General Assembly in Marrakech April 2018, includes a recommendation to establish a **bench-learning project** : SamPES (self-assessment method PES).
- The purpose of SamPES is to encourage countries to engage in **self-reflection** about the functioning of their organization.
- In 2019 a **pilot project** of SamPES took place with 7 member countries of WAPES. Initially planned as a physical training the SamPES training was turned to an online self-learning program due to the limitations for on-site meetings.
- In 2020, thanks to the sponsorship of GIZ and in collaboration with you-match, the SamPES project was **expanded to the region of Africa**. 16 countries, both members and non-members of WAPES, took part.



# Objectives of self-assessment for public employment services

- Get an overview on quality assessment for public services
- Self-assess the performance of the service areas that are relevant to the PES
- Plan change steps to improve the assessed areas
- Create a network

# Self assessment areas



7 topics

# Interview on SamPES training needs of PES

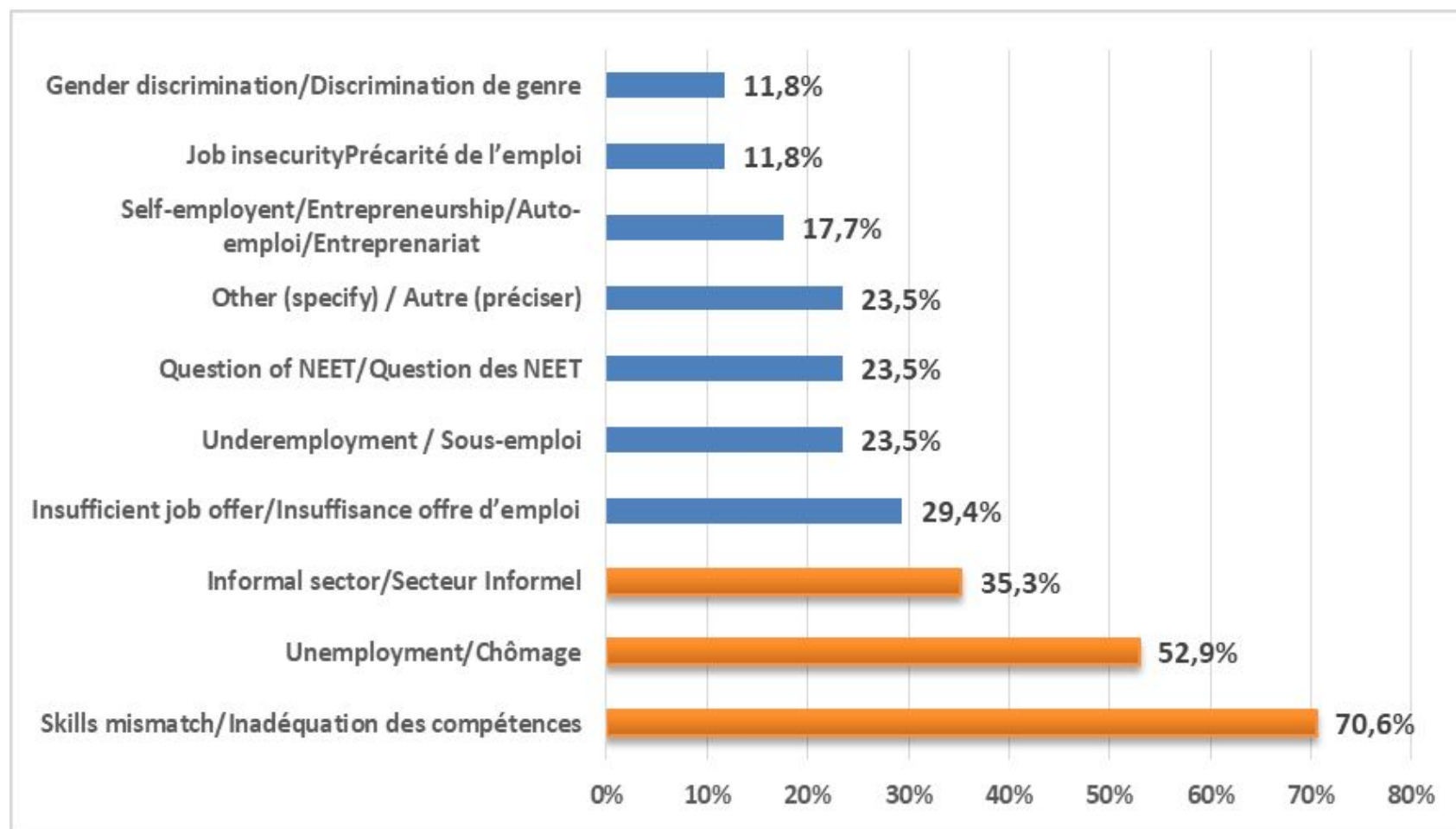
- Individual « zoom » meetings to identify and guide on need
- Brief overview on current labour market challenges
- Prioritize relevant self-assessment areas





# Interview on SamPES training needs of PES

The labour market challenges the PES face were ranked as following:





# Synthesis Self-assessment Report

- Services to job-seekers and employers proved to be the most urgent areas identified by each participant.
  - 4 areas were assessed: Jobseeker services, Relations with employers, Management of partnerships, Strategic performance management
- Work on to address the labour market challenges of high unemployment and skills mismatch.
- Tackle challenges through: peer review, training, on spot consultation.
- Need to build a network.
- 14 action plans were made



# Lessons learned and general key challenges

- ❑ **Individually tailored services** will lead to more relevance, effectiveness, efficiency, and sustainability.
- ❑ PES's staff and customers are and will be affected by the current and future high and **complex changes in the labour market**.
- ❑ To tackle **skills mismatch** in Africa a “simple matching of labour supply with demand” is not enough.
- ❑ Creating or upgrading a **digital service strategy** is crucial for establishing PES capacity to measure and analyse information and links between supply and demand of jobs and skills.





# Lessons learned and general key challenges

- ❑ PES are often not considered a high priority, which often lead to a **lack of credibility** and also a lack of broad contact with employers.
- ❑ **Partnerships** with other service providers could prove to be an opportunity for the PESs to explore alternative solutions, i.e. to develop home-grown new products/services and processes.
- ❑ Digital tools/communication will never replace physical contact. **Both -physical and -digital meetings** are necessary to be succesful in the future.

# Potential learning products after pilot

- ❑ Training modules:  
(relation with employers planned in October 2022)
- ❑ Peer exchange
- ❑ Individual consultancy



# Way ahead

- Identify which PES are interested in joining the network
- Facilitating an (on-site) launch experience for interested PES outlining the objectives, code of conduct and products/activities of the network
- Looking into feasibility for producing training modules and consultancies
- Follow up action plans
- Expansion of SAMPES to other regions.





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# Thank You !

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