



JobStart Philippines

Program Objectives and Design

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EMPLOYMENT CONTEXT

- Philippines is creating jobs and quality ones.
- Unemployment in the country can be largely attributed to mismatches between demand and supply of labor.
- Big part of the unemployed population consists of young educated workers (49.1% YU or 1.3M).
- High youth NEET rates (youth not in employment, education and training) – 24.3%



YOUTH SCHOOL-TO-WORK (STW) TRANSITION

- STW transition describes the duration and process in finding a job since leaving school or college.
- A young person's slow transition from school to work reduces their chances of finding a good job because their 'employability' diminishes.
- The transition period may include the following:
 - Job search behavior
 - Short term skills training
 - Temporary work, household duties
 - Inactivity – staying at home out of employment, education and training (NEET)



YOUTH SCHOOL-TO-WORK (STW) TRANSITION

2009 ADB survey of 500 households in Manila and Cebu found a relatively slow STW transition for HS graduates.

- It takes a college graduate 1 year to find a first job and up to 2 years to find a regular job.
- It takes a HS leaver up to 3 years to find a first job and 4 years to find a regular wage job (only 45% land a wage job).
- Limited social networks, inadequate life skills including job search behavior are significant factors influencing length and quality of the STW transition.



DOLE-ADB-CANADA PARTNERSHIP

Shared goal of **INCLUSIVEGROWTH**

- Employment creation and poverty reduction
- Helping young Filipinos get a head start in their careers

We aim to do this through JobStart Philippines

- DOLE as the Executing Agency
- LGUs/PESOs as Implementing Agencies
- Employers as our Partners



GOAL

To enhance the employability of at-risk youth to improve their integration into productive employment

At-Risk Youth



- ✓ Not currently working or enrolled in school or training
- ✓ With less than one year or no work experience
- ✓ At least high school graduate
- ✓ 18 – 24 years old

JobStart

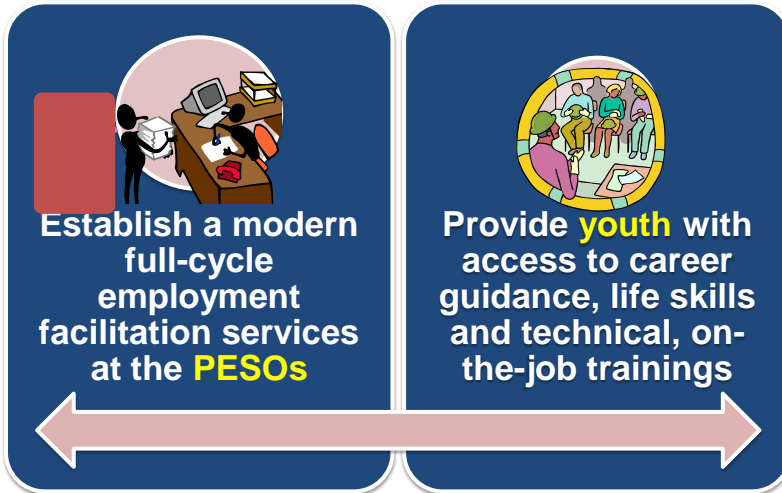


Employers

:
Productively
Employed
Youth



TWO MAIN OBJECTIVES



LIFE SKILLS TRAINING

- PSA, LabStat February 2014 – Teamwork including interpersonal skills “important” in recruitment of entry level job applicants. Jobseekers have poor skills on organization, planning, critical and creative thinking, and decision-making.

- JobStart pilot provided Life Skills Training focusing on:
 - ✓ Attitudes to work and workplace environment
 - ✓ Job hunting skills and networking
 - ✓ Personal & interpersonal skills
 - ✓ Health and financial management



ENHANCED CAREER GUIDANCE & JOB-MATCHING

- Enhanced registration process included assessment of applicant skills, aptitudes and prior experience
- Career guidance sessions to assist beneficiaries determine employment pathways through useful labor market information
- Increased attention to matching candidates to employer requirements



TECHNICAL TRAINING

- Provision of JobStart-funded technical training of up to 3 months
- Competencies and subjects as nominated by the employer
 - Can be technically specific or generic
 - Can be a mix of competencies
- Provided by a TESDA-registered training provider, or another employer designated trainer, or employer training program



ON-THE-JOB TRAINING OR INTERNSHIP

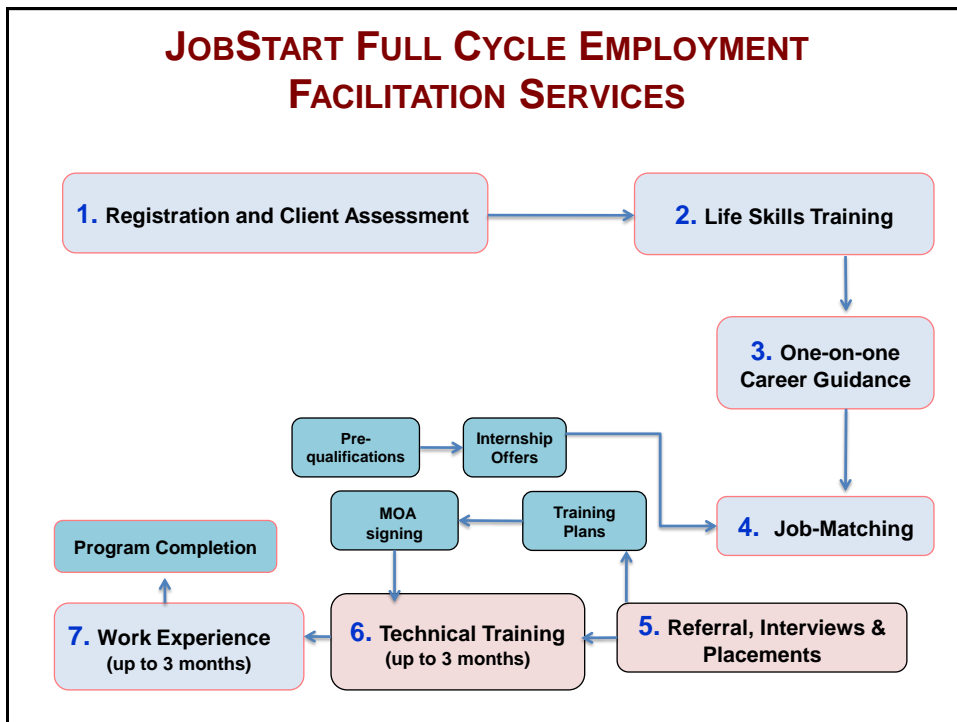
- The selected JobStart beneficiaries were provided on-the-job training or internship of up to three (3) months with a “matched” employer.
- Interns were provided with at least 75% of the minimum wage in the relevant city/municipality.
- Employers are expected to monitor and provide feedback on performance of the interns.
- The employers are not obliged but may decide to offer a permanent job to the beneficiary after the internship.



Refined JobStart Services

- JobStart cycle twice a year (about 200 beneficiaries per year per PESO)
 - April and May (100 beneficiaries)
 - October and November (100 beneficiaries)
- Youth apply for the program (selection based on a first come basis until quota filled)
- Services offered:
 - Client assessment done at application/registration
 - Life skills training for 8 days + one-on-one career /coaching at end of life skills
 - TVET training up to 3 months, if necessary
 - Internship with employer up to 3 months

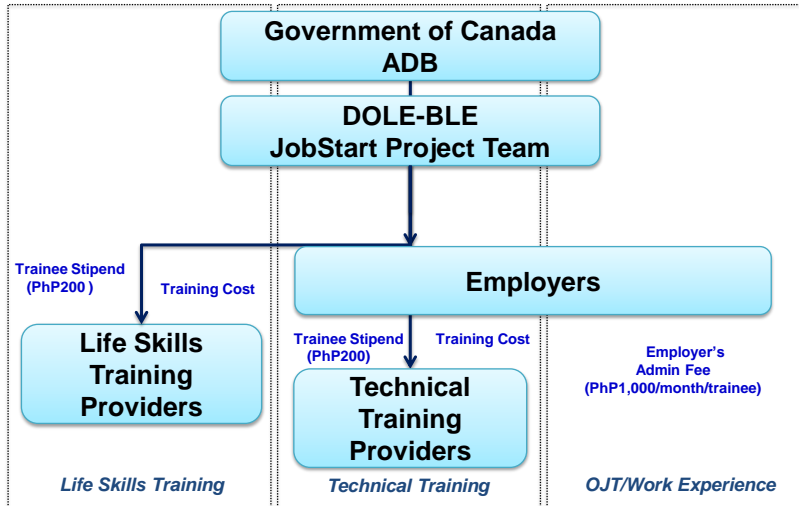
JOBSTART FULL CYCLE EMPLOYMENT FACILITATION SERVICES



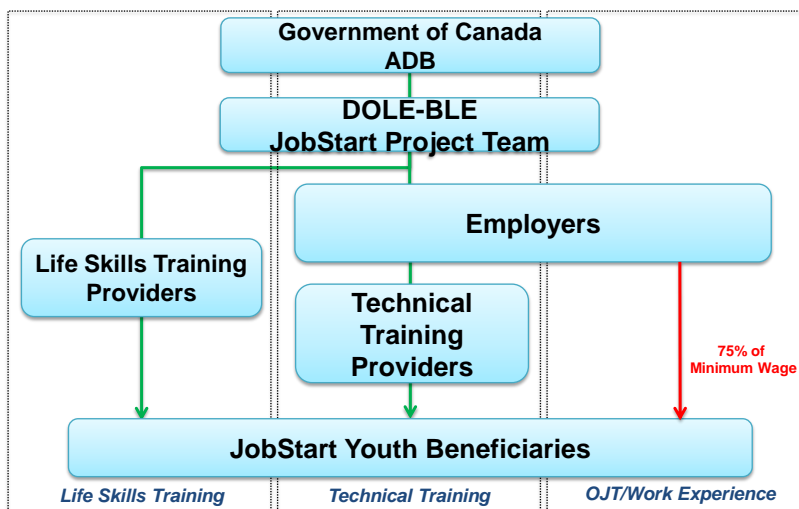
FUNDING SCHEME

- JobStart Funds
 - ✓ Life Skills Training (8 days)
 - ✓ Technical Training (up to 3 months)
 - ✓ Stipends for trainees (during life skills and technical trainings)
 - ✓ Administrative fee to employers
 - ✓ Red Cross accidental insurance
 - ✓ Medical/physical check up
- Employer Funds
 - ✓ 75% of minimum wage for interns
- LGU/PESO
 - ✓ Cost-share processing of medical clearance

FLOW OF FUNDS Training and Administrative Fees



FLOW OF FUNDS Training Stipend/Allowances for Beneficiaries



Benefits of JobStart Philippines

(ADB Mid-term Review, November 2014)

- Employers – reported satisfied with JobStart
 - Better prepared job applicants through life skills training
 - Flexibility provided to employers in developing the training plans
- JobStart beneficiaries – reported satisfied with JobStart
 - Improved confidence through life skills training
 - Technical training and work experience provides relevant skills to land a job
 - Improved chances of finding a job



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JobStart Rollout Plan in other LGUs

- Phased in approach
- First phase from 2015 to 2020
 - In 2015 approximately 14 LGUs will participate (7 in NCR)
 - Add LGUs each year until reach over 200 LGUs by 2020
- ADB and Government of Canada will support DOLE with the roll out
- Support to HBN 5468 – proposed policy measure to institutionalize JobStart to ensure sustainable funding



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Criteria for the Selection of LGUs/PESOs for the Rollout

- High un/underemployment rate
- High density/presence of business establishments providing potential employment for youth
- Institutionalized PESO with adequate staff and facility (i.e. space for one-on-one career guidance, IT infrastructure)
- Willingness/Commitment of Local Chief Executive to support program implementation including local budgetary support for PESOs
- JobStart as a priority program of PESO

ROLLOUT PLANNING TIMELINES



THANK YOU!

Project Management Office

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