

# DEVELOPING EFFECTIVE EMPLOYMENT SERVICES

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# Developing Effective Employment Services

**Terry C. Jones**



## **Developing Effective Employment Services:**

**Developing Effective Employment Services** David Fretwell, Susan Goldberg, 1993-01-01 Employment services promote the efficient allocation of labor by among other things promoting labor mobility and improving productivity This paper assesses the cost effectiveness of services designed to expedite the exchange of labor between job seekers and employers The authors find that the benefits of employment services are not uniform Benefits may be reduced in small countries with a large informal sector or when the economy is stagnant and the demand for labor is depressed even though the need for the services may be greater under such conditions The authors advocate a balance between public and private sector delivery of employment services They favor opening the private market for what they term support services which increase productivity and include income support and retraining Such support services are distinct from what the authors call core services provision of which they believe is properly left to the public sector Core services to assist job seekers include job placement services relocation assistance counseling and skills assessment The authors find that core services are cost effective and that public sector providers can ensure that such services are delivered to unemployed low skilled or semiskilled workers whose needs may not be met by the private sector The paper reviews the justification for and development of employment services over time and compares various approaches to the provision of such services It reviews the various types of employment services and examines the differences between public and private sector delivery Building Effective Employment Programs for Unemployed Youth in the Middle East and North Africa Diego F. Angel-Urdinola, Arvo Kuddo, Amina Semlali, 2013-07-17 Given the labor market challenges that countries in the Middle East and North Africa MENA region are facing notably high unemployment prevalence of skills mismatches low labor market mobility and lack of formal employment networks employment services could be a relevant policy instrument to assist unemployed individuals to find jobs Despite high and increasing unemployment rates employers in the region are facing difficulties to find workers whose competences and skills fit their employment needs The study first surveys international best practices for the delivery of employment services and then reviews the provision of these services in a selected group of countries in the MENA region with a focus on public provision through existing public employment agencies Findings indicate public agencies in the region face many challenges for the effective delivery of employment programs namely poor administrative capacity system fragmentation lack of governance and accountability regulation bottlenecks and flaws in program design In order to help unemployed workers to obtain the competences required by available jobs this study proposes a reform agenda based on the development of strong partnerships between public agencies public providers and employers for the design and implementation of flexible employment programs that respond to real employment needs These partnershipss will need to be developed with strong governance mechanisms that make beneficiaries private providers and firms accountable for making sure that investments in employment programs lead to employment insertion The book is directed to policy makers practitioners economists and

anyone interested in international best practices to promote a more effective delivery of employment services     Public Employment Offices Shelby Millard Harrison,Bradley Buell,Mary La Dame,Leslie E. Woodcock,Frederick Alonzo King,1924  
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