

Responding to the NEETs challenge: A focus on skills

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Introduction

- NEETs heterogeneous
- But we should worry about the vulnerable: Youth who do not have the necessary skills to continue education or training or find employment
- Prevention and mitigation



What do we mean by “skills”?



Cognitive

Involving the use of logical, intuitive and creative thinking

Raw problem solving ability vs. knowledge to solve problems

Verbal ability, numeracy, problem solving, memory (working and long-term) and mental speed

Behavioral

Soft skills, social skills, life-skills, personality traits

Openness to experience, conscientiousness, extraversion, agreeableness, emotional stability

Grit, self-regulation, perseverance, decision making, interpersonal skills

Job-specific

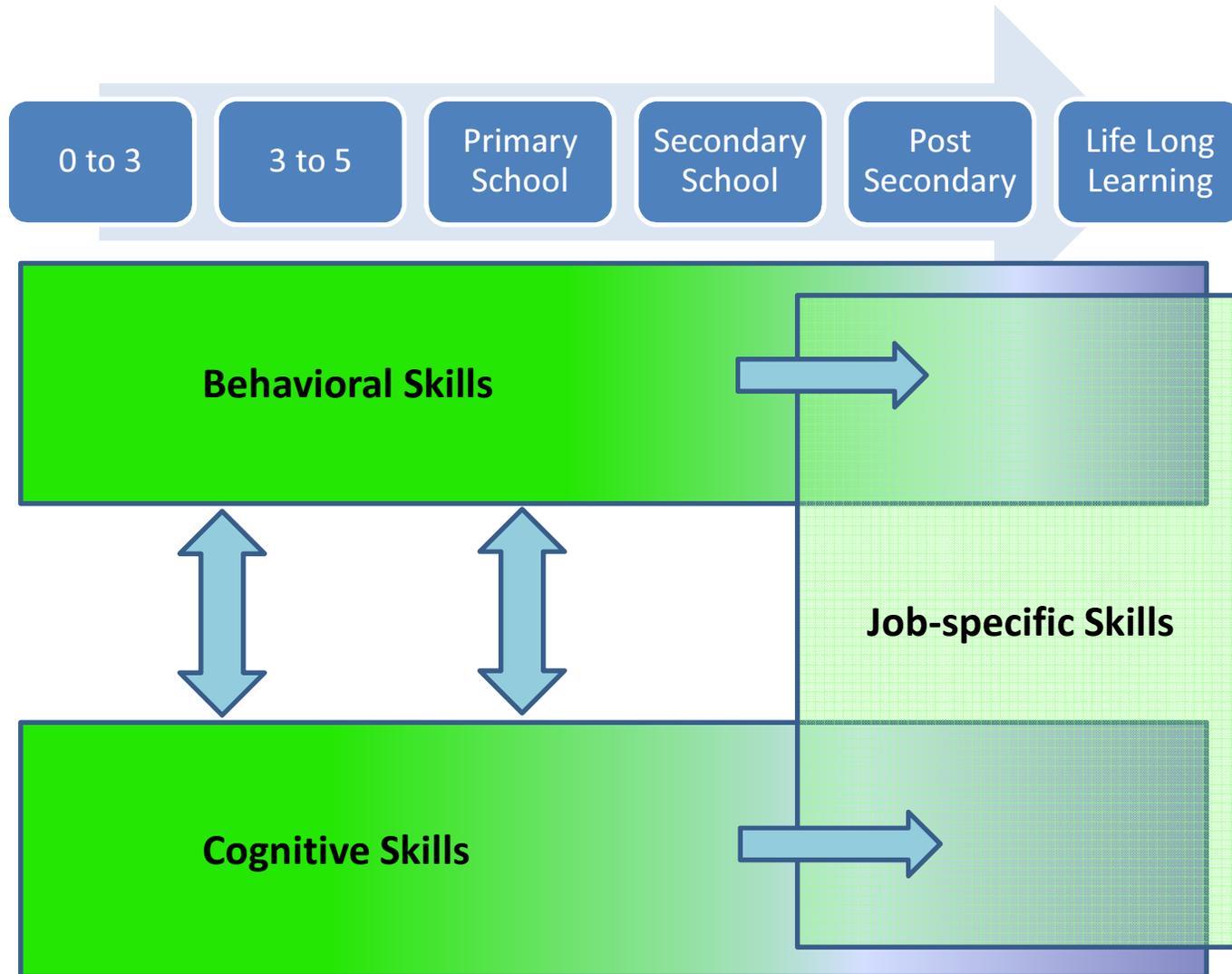
Involving manual dexterity and the use of methods, materials, tools and instruments

Technical skills developed through vocational schooling or acquired on the job

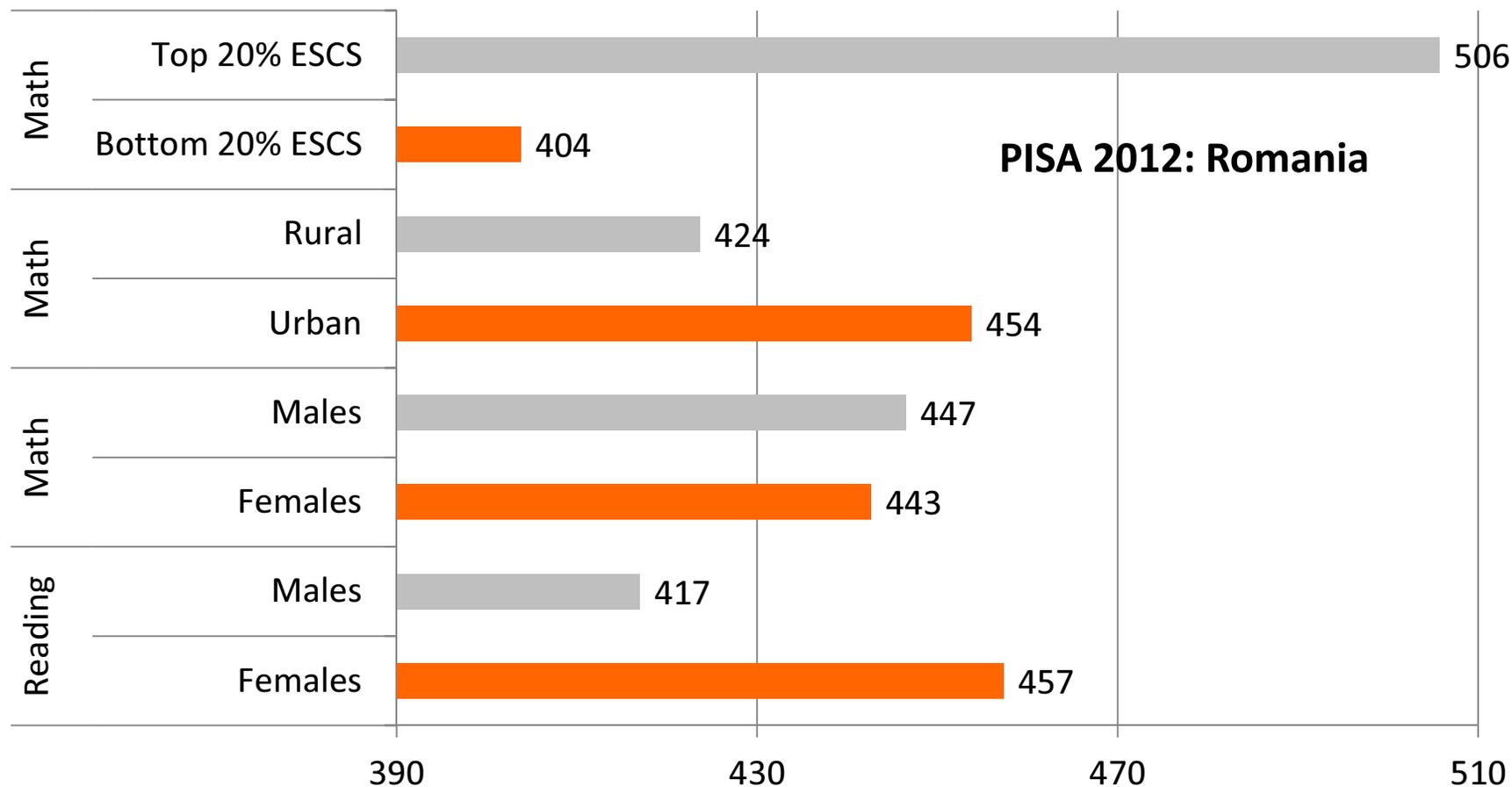
Skills related to a specific occupation (e.g. engineer, economist, IT specialist, etc)



Dynamics of skills formation

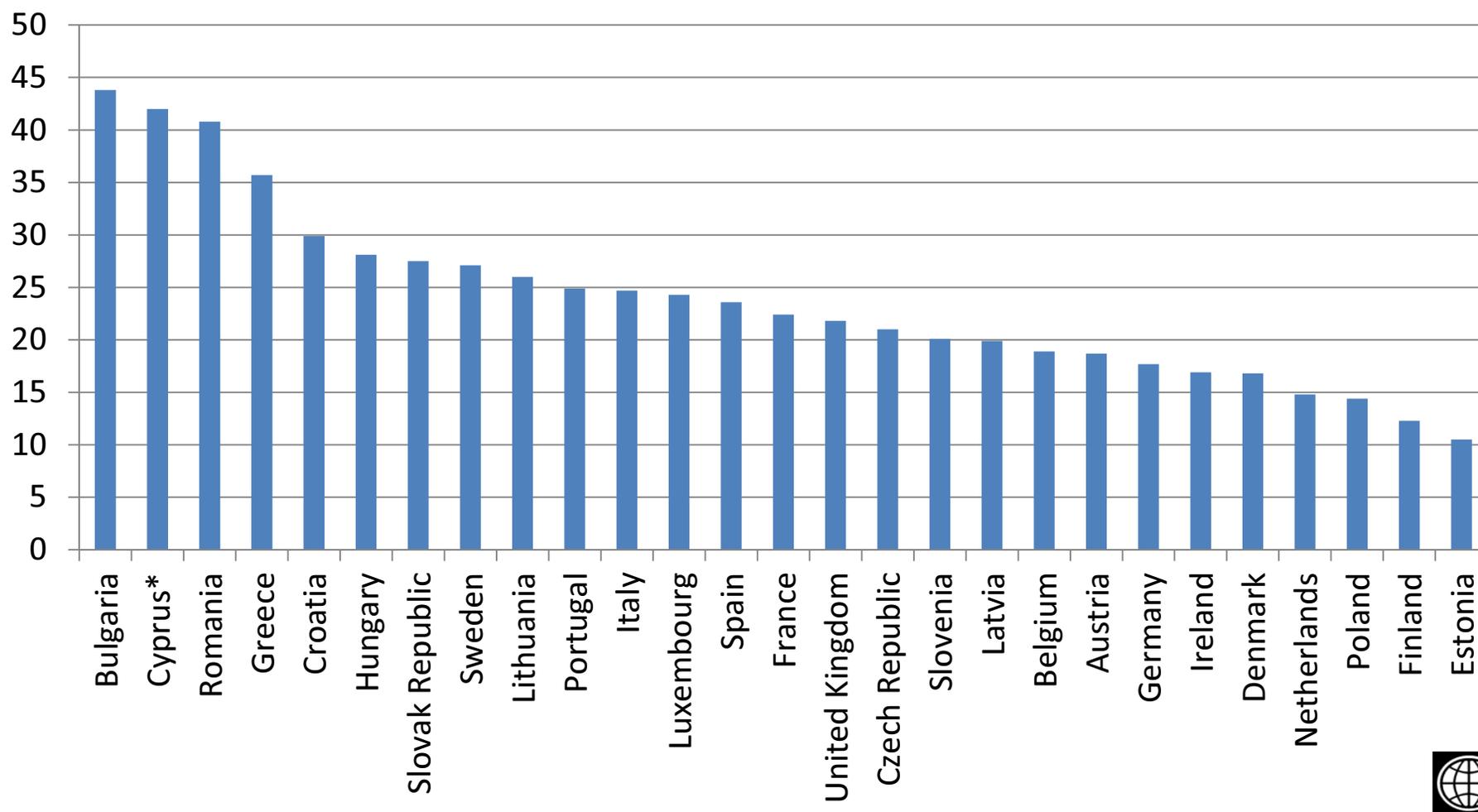


Cognitive foundations: How strong?

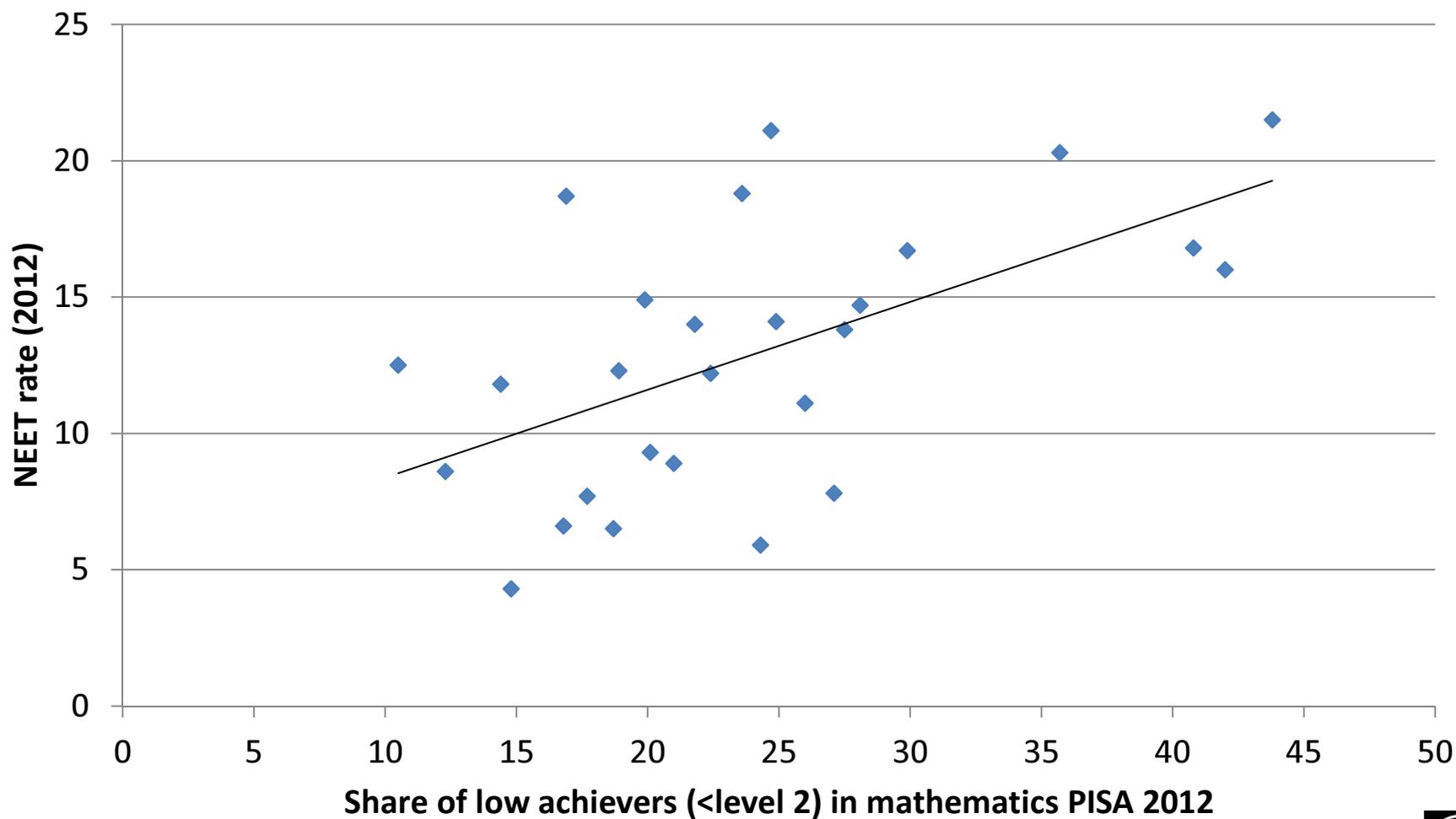


Cognitive foundations: How strong?

Share of low achievers (below level 2) in mathematics, PISA 2012



Cognitive foundations: How strong?



Implications

- **Prevention:** Start early. Reflect all types of skills in curriculum, assessment and teacher training. Foster inclusion. Delay tracking into vocational and non-vocational streams.
- **Mitigation:** Youth Guarantee policy response to address multiple skills gaps: job-specific AND Behavioral skills. E.g. Latin American Jovenes programs
- **Knowledge:** Generate evidence on nature and extent of skills deficits and effectiveness of remedies



Thanks

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Annex

Measuring socio-emotional skills



Skills Stocks | Socio-emotional Skills

- ❑ Socio-emotional (sometimes called non-cognitive skills) are characteristics across multiple domains (social, emotional, personality, behaviors, attitudes, etc.) that are not included under cognitive skills
- ❑ For example, they cover
 - Work habits (effort, discipline, determination)
 - Behavioral traits (self-confidence, sociability, emotional stability)
 - Physical characteristics (strength, dexterity, endurance)



Skills Stocks | Socio-emotional skills

❑ Openness

- Do you come up with ideas other people haven't thought of before?
- Are you very interested in learning new things?
- Do you enjoy beautiful things, like nature, art and music?

❑ Conscientiousness

- When doing a task, are you very careful?
- Do you prefer relaxation more than hard work?
- Do you work very well and quickly?

❑ Extraversion

- Do you come up with ideas other people haven't thought of before?
- Are you very interested in learning new things?
- Are you outgoing and sociable, for example, do you make friends very easily?

❑ Agreeableness

- Do you forgive other people easily?
- Are you very polite to other people?
- Are you generous to other people with your time or money?

Scale	
Almost never	1
Some of the time	2
Most of the time	3
Almost always	4



Skills Stocks | Socio-emotional skills

❑ **Emotional Stability (Neuroticism)**

- Are you relaxed during stressful situations?
- Do you tend to worry?
- Do you get nervous easily?

❑ **GRIT**

- Do you finish whatever you begin?
- Do you work very hard? For example, do you keep working when others stop to take a break?
- Do you enjoy working on things that take a very long time (at least several months) to complete?

❑ **Hostile Bias**

- Do people take advantage of you?
- Are people mean/not nice to you?

❑ **Decision-making**

- Do you think about how the things you do will affect you in the future?
- Do you think carefully before you make an important decision?
- Do you ask for help when you don't understand something?
- Do you think about how the things you do will affect others?

