

YouMatch
Global Initiative on Innovative
Employment Services for Youth



“Matching Expectations of Job Seekers and Employers”

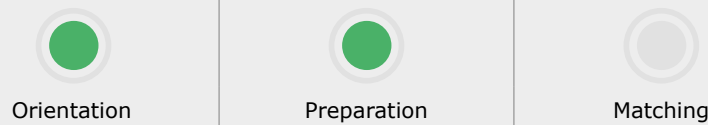
a YouMatch Innovation Project

“Mismatching and often unrealistic expectations of job seekers but also of employers create frustration and wrong stereotypes on both sides. By developing clear job profiles for selected occupations and providing sound occupational information, we believe that we can help young job seekers to manage their expectations before actually deciding for a specific career path. Knowing how to develop a credible portfolio supports them to improve their presentation to employers and allows for focused job applications.”

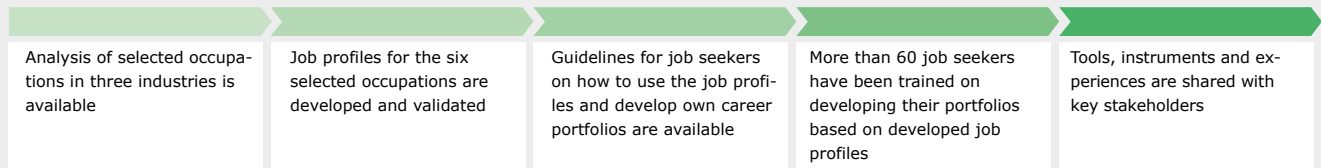
Jacques Sezikeye

Executive Director, Akazi Kanoze Access

The project develops job profiles and occupational information for selected occupations in three industries (ICT, hospitality and tourism), which are validated in the frame of the development process. In addition, guidelines for job seekers on how to use the job profiles and develop own career portfolios (comprehensive set of documents to plan and organize applications and careers) are established. Based on these guidelines trainings for job seekers are piloted in order to enable them to develop their career portfolios based on job profiles. The main objective of the approach is to align expectations between jobseekers and employers by increasing transparency.



Deliverables and Timeline of the Project



Country of Implementation



Country of Implementation
 Cooperating Countries

Implementing Partners

Rwanda:
Civil Society: Akazi Kanoze Access (lead organisation)
Public Sector: Workforce Development Authority, Kigali Employment Services Centre

Involvement of Sectors in Project Implementation



About the Innovation Fund

The Open Innovation Fund for Employment Services provides grants for applied research projects as well as for implementing, testing and showcasing innovative approaches and solutions developed and co-created in the YouMatch networks. Multi-sectoral innovations are supported with a grant of up to 50.000 Euro on the basis of a 25% partner contribution and a project cycle of 6 months between July 2017 and March 2018 (first funding cycle).

