



Abstract

An Analysis of Feasibility for Integration of Public Employment Services

The aim of this research is to explore ways of enhancing efficacy of public employment services(PES) which Gyeonggi local government at the moment. Nowadays, it is recognized that PES is a powerful and important Active Labour Market Policy(ALMP) measures for strengthening employment protection for workers with tackling unemployment problems under current trends of labour market flexibility. The PES have an important role in contributing to a well-functioning labour market by connecting jobseekers, employers, and other labour market actors. As such, they can make key contributions to tacking unemployment, boosting participation and stimulating job creation. Overall, PES have the potential to play a greater role in building inclusive growth.

In Gyeonggi-do, various PES have been provided by the local government besides PES which the central government provides in local level since early 2000s. as Gyeonggi-do faces a number of challenges and opportunities from digital and technological transformations as well as evolving labour market demands. However, it is criticized in that the services are mainly focusing on job referrals for jobseekers, not customized services which consist of various services such as training, consulting, job-brokage, labour market information. Also, continued austerity measures and reduced public expenditures require more

efficient and integrated delivery of services without compromising quality

To provide customized and integrated services to jobseekers, the governance structure for employment services is a major determinant of success. For example, the PES must manage the referral of jobseekers to external labour market programs so that the PES can measure “motivation” effects that arise before clients enter programmes and the employment outcomes that arise after exit from programmes. Also it is important that coordination with other agencies working in fields such as education, health, housing and childcare is also needed to be provided a more client-oriented approach that addresses the multi-faceted barriers faced by those farthest from the labour market. Many developed countries have already exploring new ways of providing such coordinated services into one stop shops as part of transition for the PES to “intermediation services” between employment, education and training sectors, enabling better labour market functioning and quality of job placements. Therefore, this research suggests that Gyeonggi local government should build an one-stop PES shop which can signpost unemployment people to different services (both pre- and post-employment) while helping communities to fix long-standing barriers and bottlenecks such as a lack of social services.

This research also suggests that at Gyeonggi one-stop PES shop, profiling tools should be used to help prioritise spending on job-seekers who are already long-term unemployed or are the highest risk of becoming long-term unemployed while also contributing to the development of individualized action plans to tailored services appropriately. Furthermore, improving the collection and use of data and evidence can improve PES services in Gyeonggi-do. At last, examining current PES services which Gyeonggi local government, this research

proposes provisional management and organizational structure as well as future budget plans of a new agency, one-stop PES shop in Gyeonggi-do.

Keywords

Public Employment Services(PES), ALMP, One-Stop PES Shop

