



**CLAD**

CENTRO LATINOAMERICANO  
DE ADMINISTRACIÓN  
PARA EL DESARROLLO

# YOUNG PEOPLE TO PROMOTE PUBLIC INNOVATION: A LATIN-AMERICAN PERSPECTIVE FOR THE REJUVENATION OF PUBLIC SERVICE

**MSC. BARBARA AMARO, EXECUTIVE SECRETARY  
OF THE GENERAL SECRETARIAT - CLAD**

*WORKSHOP 2: YOUNG PUBLIC SERVANTS:  
ENGAGING YOUNG PEOPLE FOR A MORE  
INNOVATIVE, EFFECTIVE, AND FUTURE  
READY PUBLIC SERVICE.*



*SESSION II: ATTRACTING AND RECRUITING  
YOUNG TALENT TO THE PUBLIC SERVICE  
FOR A FUTURE READY PUBLIC SERVICE*

*REPUBLIC OF KOREA  
FROM 24 TO 26 JUNE 2024.*





# PUBLIC SERVICE TODAY

*THE WORLD CHANGED AFTER THE COVID-19 PANDEMIC: NOW WE HAVE A DEMAND FOR AGILE AND INNOVATIVE PUBLIC ADMINISTRATIONS THAT CAN ANSWER THE CITIZENS' NEEDS AND PROVIDE EFFICIENT SERVICES.*

- Innovation is a fundamental tool for improvement in the public sector. (OECD 2019, Declaration on Public Sector Innovation).
- Public Innovation is the ability to anticipate and adapt to social changes and to all types of changes that transform the relationship between citizen-Administration, ensuring that the public administration has the necessary and optimized mechanisms to meet the needs of citizens. (CLAD 2020, Ibero-American Charter on Public Innovation).



# YOUTH AND PUBLIC INNOVATION



Generation Z or 'Centennial' are digital natives and skilled in the use of social networks.



The best prepared to innovate and transform our institutions through disruptive changes that strengthen them and provide them with the resilience to respond to the needs of citizens despite global challenges.

# YOUTH AND SDG 8

Young people have been affected by unemployment and limited opportunities to access quality jobs.

Current situation in Latin America: we have high rates of youth unemployment



**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**





# HOW DO WE MAKE PUBLIC ADMINISTRATION MORE INNOVATIVE?



Intergenerational inclusion of public administration



An innovative public administration is open, inclusive, adaptive, pro-knowledge management, uses strategic foresight and artificial intelligence.



This generates a demand for highly qualified young talent with a background oriented towards innovation and improvement in management processes.



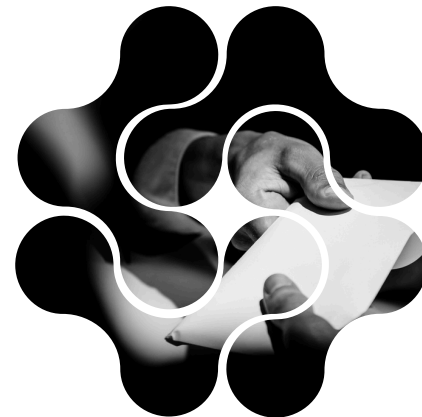
# ACCESS TO PUBLIC SERVICE



Recruitment processes are slow.



Insufficient entry level jobs.



Lack of trust in public institutions: the most negative phenomenon in Latin American democracies in recent years is corruption at the highest level. ([Latinobarómetro Report 2023](#))



Low wages compared to the private sector:



Communication in public administration is still very formal: we are not creative enough.

*WHY ARE NOT ENOUGH YOUNG PEOPLE JOINING PUBLIC SERVICE?*



# ACCESS TO PUBLIC SERVICE

## ARGENTINA

“**Fomentar empleo**” offers the possibility of accessing job orientation, professional training, internships in work environments and an assisted job placement program of the Secretariat of Employment.



Argentina unida trabajo



## COLOMBIA

“**Estado Joven**”: this is a program of the Ministry of Labor and the Administrative Department of the Civil Service, which seeks to promote the transition to the labor market of young people through incentives for internships (maximum 5 months) in the public sector.



# ACCESS TO PUBLIC SERVICE

## CHILE

**“Prácticas Chile”** It allows young people to do their internship in public services of the central state administration, participating in the development and implementation of public policies in different areas of management, according to their interests and knowledge.



## DOMINICAN REPUBLIC

**“Pasantías Públicas RD”** it's a platform for internships will facilitate the recruitment process for young people over 18 years of age without work experience, who will be able to perform internship work within the twenty-three (23) ministries and ten (10) other institutions of the Public Administration.



# RECRUITMENT USING ONLINE TOOLS

*WE NEED TO USE DIGITAL TOOLS TO REACH MORE POPULATIONS -INCLUDING THE HIRING STRATEGY*

“The use of remote recruitment processes in the public administration varies considerably across LAC countries. Only in Colombia, Ecuador, Guatemala, Honduras and Peru is it possible for recruitment to take place entirely online”

(OECD, Government at a Glance: Latin America and the Caribbean 2024).





# CLAD AND YOUNG PEOPLE IN THE PUBLIC SERVICE

- International Congress on State and Public Administration Reform
- International event on Best Practices in Personnel Management in the Public Sector
- Ibero-American School of Administration and Public Policies (EIAPP)
- Internship Program







# FINAL RECOMMENDATIONS

- Recovering citizen confidence in institutions
- Public administration at the technological forefront
- Using social networks and digital tools for the recruitment of young staff.
- Investment in human talent
- Encourage mobility, including between institutions.
- Recruitment of highly qualified young people
- The people management system must be guided by the principles of equality, equity and merit in access, flexibility and mobility, and efficiency, as stated in the Ibero-American Charter of the Civil Service.
- Embrace gender perspective
- Establish a democratic, inclusive, open and transparent relational model in public administration to attract more young people.





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“Governments and public administrations need national strategies with dedicated innovation for sustainability guidelines to advance innovation in the management of public organizations and service delivery to generate public value for citizens and society on a continuous, consistent and effective basis”

(CLAD, 2019, [Lisbon Declaration on Public Innovation](#)).



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*THERE IS NO WAY TO ACHIEVE THIS WITHOUT  
YOUNG PUBLIC SERVANTS. LET 'S ATTRACT THEM!*