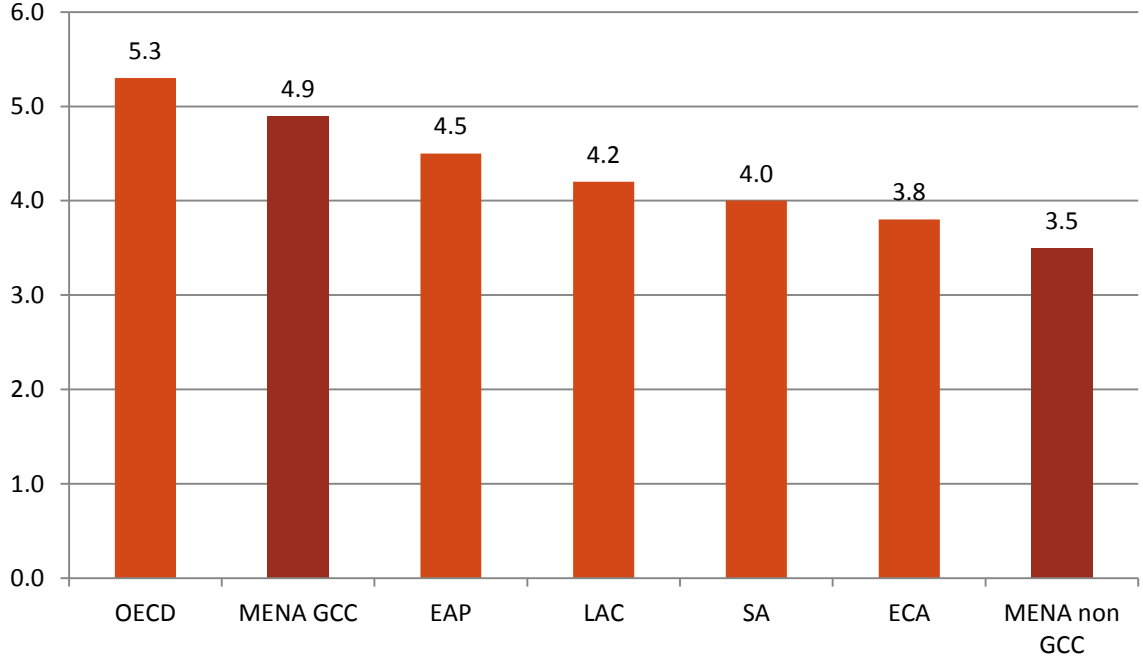
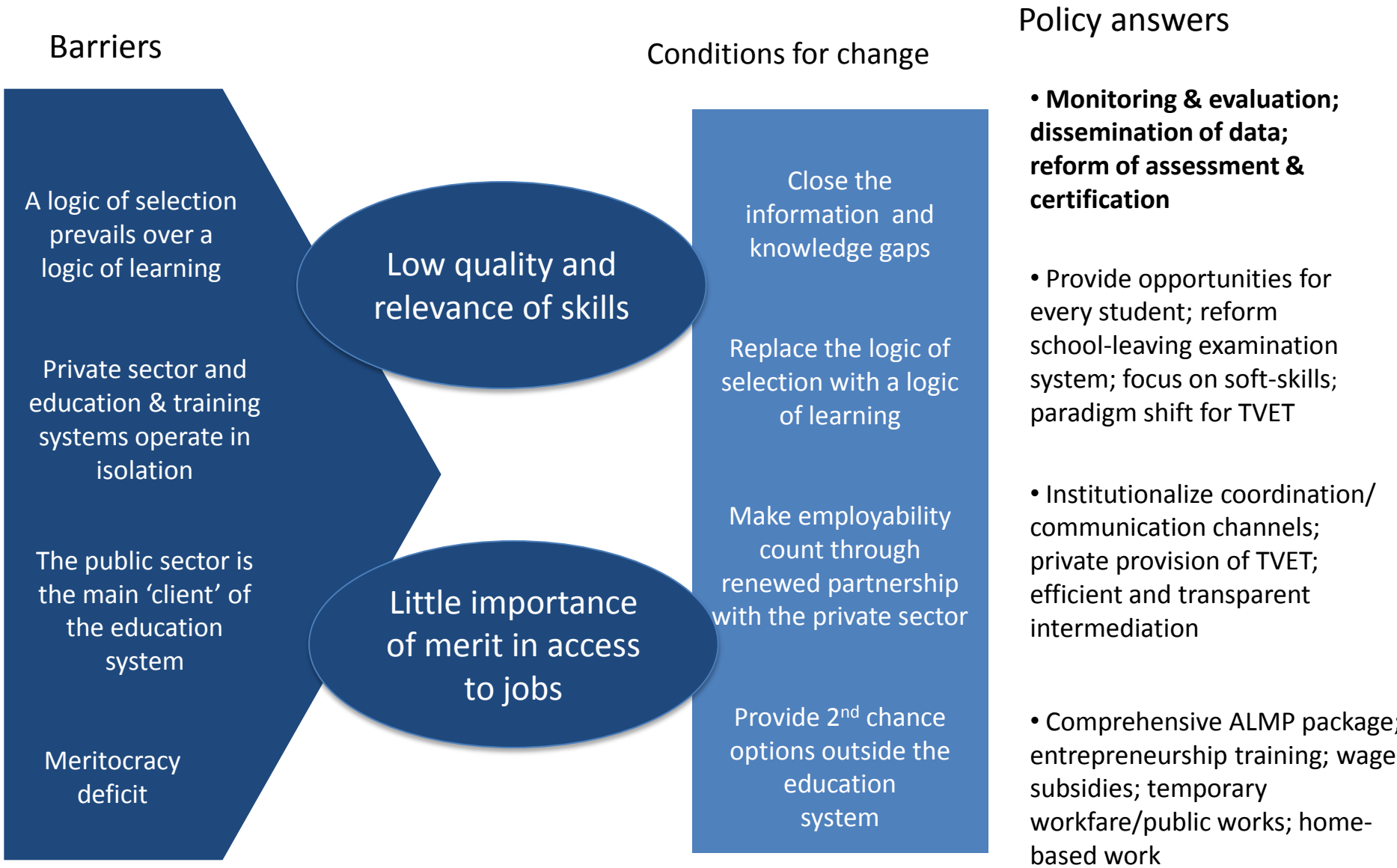
A meritocracy deficit?

… and perceived skill shortages are larger in countries with less meritocratic hiring

World scores on proxies of meritocracy in hiring, 2011



Source: World Bank, based on Executive Opinion Survey


Barriers
Conditions for change
Policy answers
A logic of selection prevails over a logic of learning
Private sector and education & training systems operate in isolation
The public sector is the main 'client' of the education system
Meritocracy deficit
Low quality and relevance of skills
Little importance of merit in access to jobs
Close the information and knowledge gaps
Replace the logic of selection with a logic of learning
Make employability count through renewed partnership with the private sector
Provide 2nd chance options outside the education system
• Monitoring & evaluation; dissemination of data; reform of assessment & certification
• Provide opportunities for every student; reform school-leaving examination system; focus on soft-skills; paradigm shift for TVET
• Institutionalize coordination/ communication channels; private provision of TVET; efficient and transparent intermediation
• Comprehensive ALMP package; entrepreneurship training; wage subsidies; temporary workfare/public works; home-based work