GOVERNMENT OF THE
REPUBLIC OF SERBIA

SOCIAL INCLUSION AND
POVERTY REDUCTION
UNIT

ZNANJEM
DO POSLA
EDUCATION TO
EMPLOYMENT

# PUBLIC POLICY TESTING

## INNOVATIVE APPROACHES TO YOUTH EMPLOYMENT

**1.**

## ANALYSE

ANALYSE THE CONTEXT OF
THE SITUATION
AND STAKEHOLDERS

**2**

## SYNTHESISE

DEFINE THE PROBLEM
STATEMENT AND MAP
OUT THE IDEAS

**5**

## EVALUATE AND ROLL-OUT

DEFINE THE NEW
POLICY CONTEXT
BASED ON A THOROUGH
ANALYSIS

**4**

## TESTING

TESTING THE PROTOTYPES
LIVE WITH USERS

**3**

## BUILD THE PROTOTYPE

GENERATE SOLUTIONS TO
THE PROBLEM(S) AND
PROTOTYPE THEM

**How were the "prototypes", i.e. innovative models for youth employment produced?** There are many explanations regarding the process of prototyping, but most of them follow the same logic. First, it is necessary to understand the context that the prototype occurs in, then analyse and define the problem(s) being solved, then design the prototype, test it, evaluate it, and apply it in practice. **Prototyping should not be confused with piloting**, since these are not the same terms (although the Serbian language uses the term piloting more often). The idea behind prototyping is to develop, try out and test part of a service or an entire service and to learn as much as possible from this process, while piloting is used to test the end product/service before roll-out. Piloting is a step that comes after the prototype has been designed and successfully tested in practice, with the qualification that piloting involves a higher coverage of the target population, because it is assumed that the solution is producing the expected impact.

| PILOT | | PROTOTYPE |
|---|---|---|
| You believe you know the answer<br>The solution is scaled up to the entire population<br>Evaluated based on success or failure | ≠ | Moving towards the right solution<br>Used in case there is an assumption of a solution<br>Evaluated based on how much you have learned |
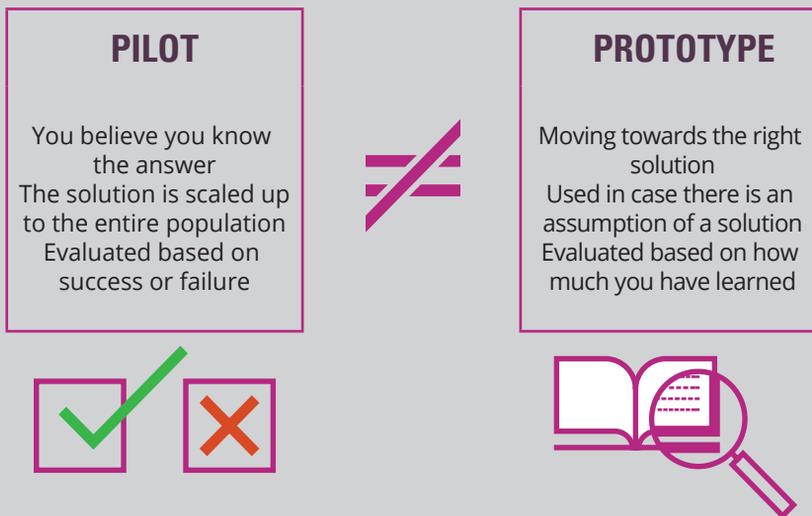
**Public services are no exception to the use of prototypes.** Moreover, prototypes in public administration and services are a new turn, an innovative approach to testing ideas and seeking out alternatives in an early phase of consideration, emphasising the efficient use of public funds to develop new services and improve existing ones.

Innovation in public administration has already become a **new paradigm** to be used to assess the success of governments. This approach follows the latest trends in this field, since 40 OECD countries have signed the *Declaration on Public Sector Innovation*\* in May 2019, accepting the following principles::

- Embrace and enhance innovation within the public sector.
- Encourage and equip all public servants to innovate.
- Cultivate new partnerships and involve different voices.
- Support exploration, iteration and testing.
- Diffuse lessons and share practices.

**\*** *https://oecd-opsi.org/projects/innovationdeclaration-2/*