



## Frequently Asked Questions Young Associates Programme (YAP)

### I Eligibility requirements

**1. I am currently enrolled in a Master's/PhD programme. Am I eligible to apply for the YAP?**

No, the YAP is designed for current or recent Bachelor's students. If you are already enrolled in a Master's programme, you would not be eligible for the Young Associates Programme.

You may wish to consider applying for the OECD Internship Programme while you are enrolled in your Master's studies. Please see our [Internship Programme page](#) for more details and eligibility requirements.

**2. Am I eligible to apply for the YAP 2022-24 round if:**

- I obtained my Bachelor's degree before 2021; or
- I will obtain my Bachelor's degree after September 2022?

No, to be eligible for the YAP 2022-24 round, candidates must obtain their Bachelor's degree between January 2021 and September 2022 inclusive.

**3. I have obtained a Bachelor's degree previously and am currently enrolled in my second Bachelor's programme. Am I eligible to apply for the YAP 2022-24 round?**

Yes, you are eligible to apply if you obtain your Bachelor's degree between January 2021 and the start of the next Programme in September 2022.

**4. What is the minimum academic score to be eligible for the YAP?**

Candidates must demonstrate overall academic achievement with a minimum Grade Point Average (GPA) of 3.0 out of a 4.0 scale. Shortlisted candidates will be requested to provide their final or latest cumulative GPA (please see the [GPA conversion tool](#)).

**5. I hold a nationality of an OECD key partner country or non-member country. Am I eligible to apply for the YAP?**

No, candidates must hold a nationality of a [Member country](#) to be eligible. Please refer to the job description for more details.

**6. Do I need to have work experience to apply?**

No, the YAP does not require any prior professional experience. The Programme is designed to provide recent undergraduates with substantive experiences and an opportunity to contribute to the OECD's core work programmes for a limited time (24-months) as a bridge to further studies in competitive postgraduate programmes.

However, candidates with professional or voluntary work experience relevant to the role are welcome to refer to them in the application.

**7. Is there an age limit to apply?**

The applicable age limit is 65 years.

## II Applying to the OECD Young Associates Programme (YAP)

### 8. Should I send my CV directly to the OECD?

No, all applications must be submitted online via the YAP vacancies published on the [OECD careers website](#).

### 9. What are the official languages of the OECD, and in which language should I submit my application?

The official languages of the OECD are English and French. You can fill in the application form in either of these languages.

To be eligible for the Young Associates Programme, candidates must have fluency in one of the two OECD official languages (English and French), with a commitment to reach a good working level of the other.

### 10. What should I focus on in my cover letter?

You should clearly explain how you will be able to contribute as a Young Associate in your area of work, as well as demonstrate your motivation to pursue a graduate degree in a relevant field after completing the Young Associates Programme, including how the Programme will help achieve this.

We recommend that you provide concrete examples, explaining how your academic background, relevant experiences and skills link to the main responsibilities of the position.

### 11. What do I need to submit for my application?

- Complete your resume through the OECD [recruitment system](#)
- Submit your cover letter as an attachment or provide directly in the recruitment system
- Provide contact information (e-mail address) for your referees (only referees of selected candidates will be contacted towards the end of the recruitment process in which case candidates will first be notified)

### 12. Can I submit a recommendation letter?

No, recommendation letters are not required in the application stage and will not be factored in the screening decision and evaluations of candidate CVs and cover letters.

## III YAP recruitment

### 13. What is the recruitment process, and what does it mainly assess?

The primary focus of each assessment is to help understand the following:

- *Online assessment*: behavioural and cognitive traits
- *CV screening*: relevance of the candidate profile to the role, contribution to the work area and motivation for the OECD Young Associates Programme
- *HR interview*: [core competencies](#)\*, communication skills and overall suitability for the YAP and position
- *Written assessment*: technical competencies and English drafting skills
- *Directorate interview*: [core competencies](#)\*, technical competencies and fit with team
- *Reference check*: independent feedback on the candidate

\*Refer to core competency level 1 of the Core Competency Framework.

The above details of the recruitment process may be subject to change, in which case relevant candidates will be informed.

### 14. How many YAs does the OECD recruit per year?

6-10 Young Associates are recruited per year.

#### **15. What documents do I need to provide if I am selected?**

Prior to taking up duty, successful candidates will be required to provide:

- A copy of your passport
- A copy of your transcript of records indicating your GPA
- A copy of your Bachelor's degree diploma or equivalent

#### **16. Can the OECD help me obtain my visa?**

Yes, if selected for the YAP, OECD staff will assist you in obtaining your visa to reside and work in France.

### **IV During the Young Associate assignment**

#### **17. Where should I expect to be based during the Young Associate assignment?**

All YAs are based in Paris, France. Short-term telework arrangements may be available depending on the Covid-19 health and safety situation in France, organisational guidelines and manager's discretion.

#### **18. What are the salary and benefits of a Young Associate?**

The OECD offers a competitive compensation and benefits package for Young Associates. Please refer to the [YAP page](#) for details.

#### **19. Can I enrol in studies/degree during the Young Associate assignment?**

The Young Associate assignment is a challenging full-time position for a limited duration of two years, requiring commitment to a steep learning process. Each YA is also provided a training budget, which can be used during the assignment towards a learning opportunity, allowing for further professional development. Considering the nature of the YA assignment, it could be challenging to combine it with studies towards an academic degree.