



Young Associates Programme



About the Organisation for Economic Co-operation and Development (OECD)

The **OECD** is an international organisation that works to build better policies for better lives. Our goal is to shape policies that foster prosperity, equality, opportunity and well-being for all.

Together with governments, policy makers and citizens, we work on establishing evidence-based international standards and finding solutions to a range of social, economic and environmental challenges. From improving economic performance and creating jobs to fostering strong education and fighting international tax evasion, we provide a unique forum and knowledge hub for data and analysis, exchange of experiences, best-practice sharing, and advice on public policies and international standard-setting.

Learn more about our people and work at www.oecd.org.

About the Young Associates Programme (YAP)

The **YAP** is a two-year programme targeted at recent undergraduates who wish to gain a significant first professional experience in the world of multilateral policy making, research and analysis.

Young Associates work closely with senior managers, gaining exposure to tackling some of today's most pressing social and economic policy challenges. Day-to-day tasks may involve background research, drafting, data analysis, liaising with partners internally and externally, and assisting in the coordination of events ranging from policy forums to ministerial conferences.

Senior managers act as mentors throughout the Programme, with a focus on developing professional competences and research expertise – and providing a solid foundation for future academic success.

The Programme supports Young Associates with an interest in policy making who wish to pursue future postgraduate studies.



Who are the Young Associates?



YAP cohorts

Since 2016, the OECD has welcomed 69 YAs



Gender

59% of all recruited YAs are female



Skills

YAs have been involved in project management, policy analysis, preparation of briefings and communications



Nationality

27 Nationalities have been represented



Post YAP studies

Former YAs enrolled in Master's programmes at top-level universities (43% UK, 30% the US, and 17% in other countries)



Areas of work

Development; Development Co-Operation; Economics; Education and Skills; Employment, Labour and Social Affairs; Energy; Entrepreneurship, SMEs, Regions and Cities; Environment; Financial and Enterprise Affairs; Global Relations; Nuclear Energy; Public Affairs and Communications; Public Governance; Sahel and West Africa; Science, Technology and Innovation; Statistics; Tax Policy and Administration; Trade and Agriculture; Transport; Well-being, Inclusion, Sustainability and Equal Opportunity

Coaching and mentorship

During the two-year Programme, YAs are closely mentored by their managers to develop their substantive expertise and support their integration into the wider Division and Directorate.



Young Associates with the OECD's Secretary-General and the International Energy Agency's Executive Director

“ *The Young Associates Programme is a unique opportunity to grow, professionally, intellectually, and on a personal level at an exceptionally early stage in your career.* ”

Marine joined the **Centre on Well-being, Inclusion, Sustainability and Equal Opportunity (WISE)**, where she works on well-being policies and data collection efforts across OECD countries, including the upcoming 7th OECD World Forum on Well-being.

She holds a Bachelor's degree in Political Science from the McGill University and is in the second year of the Programme at the OECD.



Marine (YAP 2023-2025)



Juan (YAP 2022-2024)

“ *The two-year Programme allowed me to deeply engage with the team's work, participate in frontier research, attend missions, and represent the OECD at external conferences. These opportunities were very helpful in securing a postgraduate offer from a top-ranked university.* ”

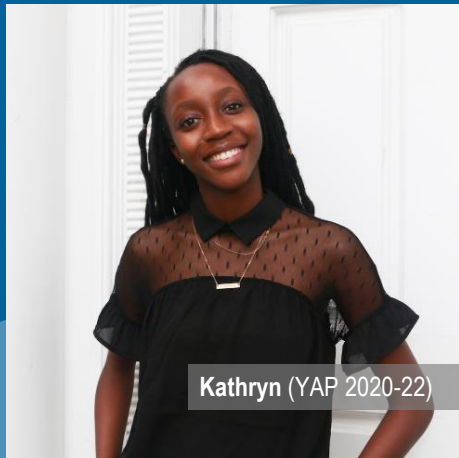
Juan joined the **Capital Markets and Financial Institutions Division of the Directorate for Financial and Enterprise Affairs**, where he worked on financial markets and sustainable finance.

He holds a Bachelor's degree in Public Administration and International Relations from the Universidad Externado de Colombia and is pursuing a Master of Public Policy at the University of Oxford.

“ *Visiting the OECD as a study abroad student in 2018, I was awed with the Organisation's data and research driven approach to influencing global policy. It has been an honor to see the OECD's work from the inside and take part in conversation at the forefront of nuclear energy policy.* ”

Kathryn joined the **Nuclear Science Division of the Nuclear Energy Agency**, where she worked on nuclear education, human capacity, and knowledge management issues to ensure the continued viability of nuclear energy and its workforce.

She holds a Bachelor's degrees in Economics and International Relations from the University of Maryland and is pursuing a Masters of International Affairs at Columbia University.



Kathryn (YAP 2020-22)



Programme overview



Paris
France



24
Months



8 to 12
Participants/Year

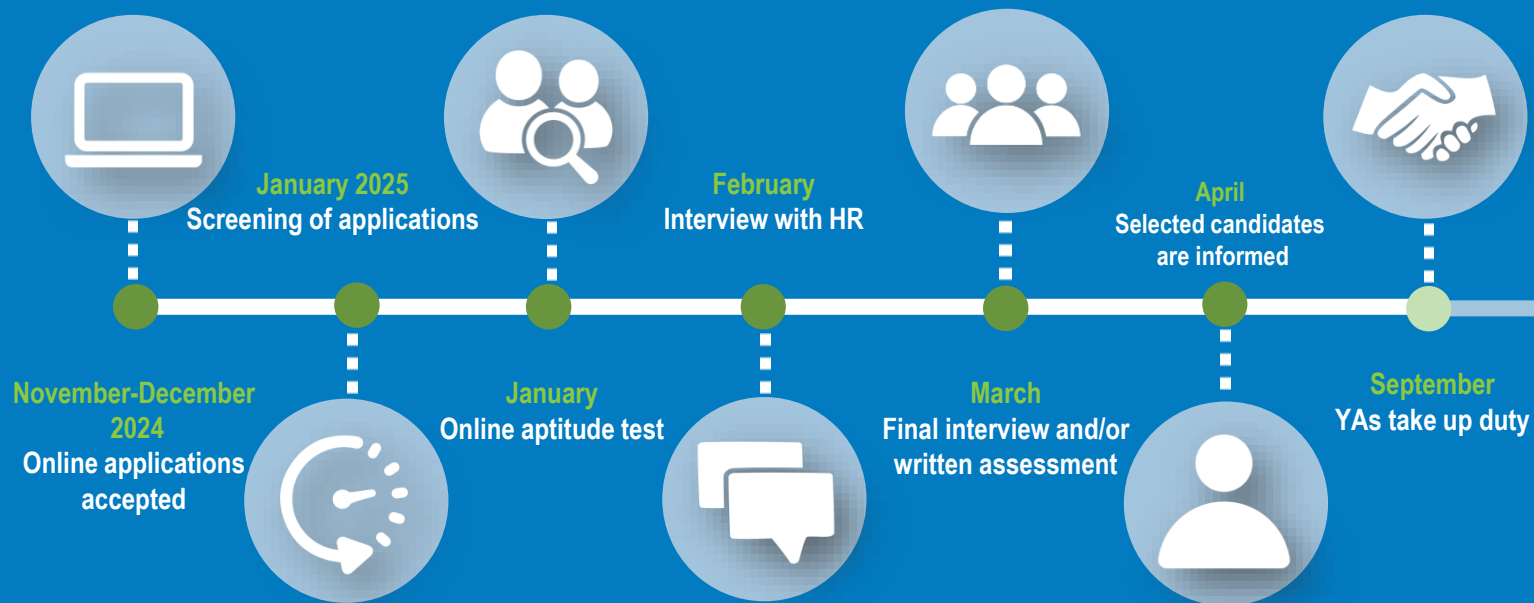
We look for candidates who:

- ✓ Hold a **nationality** of an OECD **Member country**;
- ✓ Have obtained or will obtain a **Bachelor's degree** between January 2024 and September 2025 (to be eligible, candidates may **NOT** hold or be enrolled in a Master's or PhD);
- ✓ Demonstrate a record of **strong academic achievement** with a minimum Grade Point Average (GPA) of 3.0 out of a 4.0 scale*;
- ✓ Have **fluency in one of the two OECD official languages** (English and French) and a commitment to reach a good working level of the other;
- ✓ Demonstrate the ability to **contribute** as a YA **in the area of work**, as well as demonstrate motivation to **pursue a graduate degree** in a relevant field after completing the Programme.
- ✓ Can start the Programme in **September 2025** for the two-year assignment.

* Candidates will be requested to provide proof of their final or most recent cumulative GPA ([GPA conversion tool](#)) by submitting their academic transcripts.



Round 2025-2027 timeline



24 months after taking up duty YAs commence postgraduate studies

Note: The recruitment timeline may be subject to change, in which case relevant candidates participating in the recruitment process will duly be notified.



Young
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Programme

Are you interested?

Find out all you need to know before applying:

<https://www.oecd.org/careers/young-associate-programme/>

Learn more about the OECD and areas of work:

<http://www.oecd.org/about/>

Write your questions to:

youngassociate@oecd.org