

The Labor Market Transitions of Young Workers

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Date received: July 22, 2025

Date revised: August 13, 2025

Date accepted: August 28, 2025

Originality: 99%

Grammarly Score: 99%

Similarity: 1%

Recommended citation:

Sarmiento, A.G. (2025). The labor market transitions of young workers. *Journal of Interdisciplinary Perspectives*, 3(9), 622-635. <https://doi.org/10.69569/jip.2025.268>

Abstract. There is greater concern about unemployment levels among university fresh graduates. This may be due to an overabundance of young graduates with qualifications over available levels of professional job demand in the current economic environment. This influx of young workers into the labor market has been a serious financial issue. Even the most educated youth consider the likelihood of securing stable, good-paying jobs in the future as challenging. In light of this, the research aims to examine how young workers transition to the labor market, specifically to observe the condition of youth employment and unemployment levels, factors affecting labor market transitions, and the overall condition of the labor market for youth through a systematic literature review. The study presents 20 studies specifically targeting their sources of data, measures, variables, geographical settings, data analysis treatment, and other concepts or variables related to labor market transitions of young workers. The results reveal that higher education and technical skills increase employment opportunities and job quality, but regional and sector-specific variations also require targeted policy responses. Overall, this study illuminates the intricacies involved in young workers' transitions in the labor market, highlighting salient elements such as education, vocational training, job stability, and wage determinants.

Keywords: Economic development; Employment; Labor market; Transition; Unemployment; Young workers.

1.0 Introduction

The influx of young workers into the labor market has been considerable and is a serious economic issue. With the high unemployment rates, particularly in the Asia-Pacific and the Middle East, young workers are bound to be part of the unemployed labor force. Young people have great potential to contribute to economic growth and improve employment conditions in a country. The Asia-Pacific region has witnessed robust economic growth and increased investment in education in recent years, wherein young people with higher educational qualifications enter the labor market each year. However, even the most educated youth consider the likelihood of securing stable, good-paying jobs in the future as challenging. People with lower levels of education face even greater challenges in achieving a decent standard of living for themselves and their families. Thus, many are left in precarious situations as they seek employment abroad.

Amongst most youth workers in every region, informal and precarious work continues to dominate. The Asia-Pacific region lies between other developing regions characterized by low-productivity agriculture and aging economies, with the services sector as the source of employment and development (Baba et al., 2024). Additionally, only 25% of youth workers have a conventional employment relationship with the employer with a written contract; the other half who find paid employment are self-employed (Eberlein et al., 2024). Youth are susceptible to disaffection through multiple factors, including the absence of opportunity for regular employment, higher

levels of education, access to modern technology, and consciousness of gains made in industrial nations. In the end, these will contribute to political instability and migration. These factors have drawn increased political attention to youth labor markets worldwide, particularly in the Asia-Pacific region.

Rahmani and Groot (2023) contend that teenagers view the absence of schooling or training as a barrier to employment; nevertheless, empirical data indicate that individuals with lower levels of education have lower unemployment rates. There is greater concern about unemployment levels among recent university graduates, and this is due to an overabundance of young graduates with qualifications over available levels of professional job demand in the current economic environment. According to Minnaugh (2023), employers view newly graduated persons as unwanted applicants due to perceived technical skill deficits, yet employers also expect new hires to have higher educational qualifications. The demand interaction, therefore, contributes to graduate unemployment.

In contrast, the supply dynamic, driven by the aspirations of young graduates for fair remuneration and good working conditions, further contributes to graduate employment levels. A cohort of recent graduates is waiting for the perfect job opportunity. Among this cohort, those having postsecondary vocational training or higher education are statistically the most likely to be out of work. Conversely, those with lower levels of schooling are likely to have low earnings or create their businesses as independent laborers (Hall, 2016). This cohort of young laborers is exposed to significant risks of becoming stuck in low-quality and unproductive employment circumstances.

Conversely, Martins (2024) noted that the prevailing unemployment problem significantly influences youth populations in the Middle Eastern and North African (MENA) regions. In the area, the youth unemployment rate is twice as high as the global average, with even higher rates for individuals possessing postsecondary qualifications. The higher levels of unemployment are linked with the rising prevalence of youth idleness since many young people drop out of the labor market owing to family responsibilities or dissatisfaction with the available jobs. One of the primary causes of the problems facing young people in the region in accessing the labor market is the higher levels of education, especially among women, amid the poor supply of skilled labor in the countries' economies, which are predominantly service-dominated. In addition, the issue is worsened by low entrepreneurial activity and the reluctance of young people to pursue vocational education, which is critical for developing skills needed for the prevalent low- to mid-skilled occupations (Alpaydin & Kultur, 2022).

Moreover, young people in the region are bound to undergo difficult transitions from school to work environments and face discouragement in pursuing their career aspirations, further improving the already low labor force participation rates. According to Wagle (2024), labor market problems have led to massive outmigration trends and political instability. This is due to the inability of the regional economies to deliver the highly sought-after jobs that youth want. If the trend continues, economies will incur losses in the funds they have invested in their youth and will not benefit from the demographic dividends related to their existing waves of youth populations, which otherwise would drive economic growth.

Hereby, it is essential to recognize young workers' potential impact on the economy and businesses when entering the workforce. Here, there is a significant impact on employment and layoffs. The labor supply is affected by the expectations of newly graduated students regarding good wages and working conditions. Many freshly graduated students want the best opportunity to get a "good" job. In all countries, young people with a university degree or postsecondary vocational training are most likely to be affected by unemployment. The less educated, however, are willing to accept wage cuts or work as independent contractors. These young workers are highly vulnerable to being compelled to work in poor and unproductive working conditions. In light of this, the research aims to examine how young workers transition to the labor market, specifically to observe the condition of youth employment and unemployment levels, factors affecting labor market transitions, and the overall condition of the labor market for youth through a systematic literature review.

The remainder of the paper is structured as follows. The materials and methods used are presented in the second section. This also includes selecting articles from reputed journals during the review. The digested articles are then presented in the third section. The fourth section discusses the results of the reviewed literature, while the fifth section focuses on the conclusion of the overall research.

2.0 Methodology

The examination of labor market transitions of young workers in this study was done by analyzing previous literature and research. According to the University of Wollongong (2025), a systematic literature review is a way to make sense of significant volumes of information to help answer questions and investigate problems. Moreover, it continues to compile the available evidence based on high-quality, objective, comprehensive, and reproducible research methodology. The systematic review must follow a predetermined protocol or plan with defined criteria before the review process. It is an exhaustive, transparent search through several databases and grey literature that other researchers can replicate and use. It is about having a coherent search strategy, focused on a question that needs to be addressed. As the emphasis of this literature review is on the full range of labor market flows of young workers, the criteria of the research only include:

- (a) publications in reputable peer-reviewed scientific journals with a high impact factor;
- (b) including empirical studies, but excluding conceptual papers and books, and;
- (c) themes exclusively focused on the labor market mobility of young workers.

The source of data, type of data, geographical location, statistical treatment used, geographical distribution of cases analyzed, and method to analyze the spatial variable of the selected articles, variable used in the study to represent the labor market transition, its parameters, and the concept or variable they are being related to are shown in this work. This way, it was possible for the paper to shrewdly analyze and classify the transformation of the work-related transitions of young workers from the past to the present.

3.0 Results and Discussion

3.1 Journal Impact Factor of Source Journals

Table 1 presents the impact factors of the journals used in the study. The selected articles were published in reputable journals spanning various disciplines, including sociology, economics, and labor studies. Specifically, the journals included are: The Journal of Industrial Relations, European Sociological Review, Labour Economics, Journal of Youth Studies, The ANNALS of the American Academy of Political and Social Science, PLOS One, Applied Economics, Policy Futures in Education, Journal of Sociology, Occupational & Environmental Medicine, Bristol University Press, Longitudinal and Life Course Studies, Journal of Economic Perspectives, Journal of Policy Analysis and Management, Econometrica, Research in Social Stratification and Mobility, and International Labour Review.

Table 1. *Journal Impact Factor of Source Journals*

Journal Title	Impact Factor
Journal of Industrial Relations	2.09
European Sociological Review	3.2
Labour Economics	2.4
Journal of Youth Studies	1.9
The ANNALS of the American Academy of Political and Social Science	2.8
PLOS One	3.7
Applied Economics	2.2
Policy Futures in Education	1.5
Journal of Sociology	2.4
Occupational & Environmental Medicine	4.9
Bristol University Press	2.1
Longitudinal and Life Course Studies	0.9
Journal of Economic Perspectives	8.4
Journal of Policy Analysis and Management	2.195
Econometrica	6.1
Research in Social Stratification and Mobility	5.17
International Labour Review	1.26

The topic regarding labor market transitions of young workers is not considered new, as numerous studies have been conducted on this subject. However, recent studies from 2014 to 2024 are limited, which is why this review only consists of 20 related literature and studies due to the scarcity of recent research and the fact that not all studies published in journals have an impact factor score. The keywords used to search for studies were: "Youth labor market", "Labor market transitions", and "School-to-work transition". The latter keywords broadened the search scope and retrieved more relevant studies.

3.2 Sampled Articles

Table 2 presents the reviewed articles categorized by year: 2018, 2019, 2020, 2021, 2022, and 2023. The study successfully identified research related to Labor Market Transitions of Young Workers from 2014 to 2024, providing a comprehensive overview. However, some studies were not published in reputable journals and thus lack an impact factor score, which limits the study's scope.

Table 2. *Sampled Articles*

Journal Title	2018	2019	2020	2021	2022	2023	Total
Journal of Industrial Relations		1					1
European Sociological Review						1	1
Labour Economics	1						1
Journal of Youth Studies		1				1	2
The ANNALS of the American Academy of Political and Social Science			3				3
PLOS One		1					1
Applied Economics	1						1
Policy Futures in Education		1					1
Journal of Sociology		1					1
Occupational & Environmental Medicine	1						1
Bristol University Press				1			1
Longitudinal and Life Course Studies						1	1
Journal of Economic Perspectives			1				1
Journal of Policy Analysis and Management			1				1
Econometrica				1			1
Research in Social Stratification and Mobility					1		1
International Labour Review	1						1

The study of Dorsett et al. (2018) explains that the labor market transitions of young workers are influenced by a range of factors, including their early experiences and skills. The findings indicate that the nature and length of these experiences can have a lasting impact on their future employment prospects, with some transitions being more detrimental than others. This underscores the importance of understanding labor market transitions to inform policies and interventions to support young workers. Thus, this topic is a part of published studies every year. This table also serves as a reference for the publication year of each reviewed literature or study.

3.3 Sources of Data

Type of Data

When conducting research, the sort of data to use—primary or secondary— must be considered. Its main advantage is that it focuses more on the study's parameters. Three (3) or 15% of the evaluated literature is primary sourced, whereas seventeen (17) or 85% came from secondary sources. Since the paper reviews the literature on the labor market transitions of young workers, most of the data will be secondary, as it will be used in significance testing. Essential research instruments, such as survey questionnaires and interview guide questions, are primary data-collecting technologies that directly acquire various data from the source. These techniques make a deeper comprehension of the subject matter possible, providing accurate, firsthand insights. They are essential for developing data-driven strategies and making wise choices, as Agarwal (2024) stated.

On the other hand, secondary data are previously documented and gathered by other researchers for the purpose or objective of the research. Data collected from different sources, including government publications, censuses, organizational internal records, books, journal articles, websites, reports, and so on, is available for access. This approach to data collection is time and money-saving, accessible, and economical.

Source of Data

In research on labor markets, primary and secondary data play a critical role, contributing in different ways and serving different functions. Primary data are obtained directly and exclusively for the investigation (e.g., by survey of employees, by interviewing employers, or by direct observations of workplaces). Such data has the advantage of being contemporary and directly relevant to the research questions, but is usually time, resource, and sampling-limited. Studies about labor market transition that employ primary data were Bandara (2018), Gebel et al. (2021), and Alfonsi et al. (2020). On the other hand, secondary data is data that already exists and has been collected by other researchers or agencies and used for different purposes. Popular resources include government labor statistics, industry reports, scholarly publications, and census data. Secondary data is typically more available and easier to obtain. However, secondary data might not perfectly meet research needs, and it is older than primary data. However, it gives a critical historical framework and wider viewpoints, which one can never

collect by research alone. Majority of the studies employed secondary data such as the studies of Watson (2019), Manzoni and Gebel (2023), Dorsett and Lucchino (2018), Sanderson (2019), Schoon (2020), Yeung and Yang (2020), Kalleberg (2020), Atherwood and Sparks (2019), Olofsson and Panican (2019), Hogberg et al. (2019), Jetha et al. (2018), Dorsett et al. (2023), Wachter (2020), Garima et al. (2022), Protsch (2021), Bekker and Pop (2019), and Ronnlund and Tollefsen (2023).

Table 3. *Sources of Data*

Title	Year	Author	Type of Data	Source of Data	Sample Sizes	Observation
The youth labour market: From education to work before and after the global financial crisis	2019	Ian Watson	Secondary	Household Income and Labour Dynamics in Australia (HILDA) survey	785	2001-2006
Young adults' labour market transitions and intergenerational support in Germany	2023	Anna Manzoni & Michael Gebel	Secondary	German Family Panel Pairfam	4,199	2009-2016
Young people's labour market transitions: The role of early experiences	2018	Richard Dorsett & Paolo Lucchino	Secondary	British Household Panel Survey	N/A	1991-2008
Youth transition to employment: longitudinal evidence from marginalized young people in England	2019	Elizabeth Sanderson	Secondary	Common Data Framework (CDF) Questionnaire	8,900	N/A
Navigating an Uncertain Labor Market in the UK: The Role of Structure and Agency in the Transition from School to Work	2020	Ingrid Schoon	Secondary	Labor Force Survey (Office for National Statistics - UK)	N/A	1975-2018
Labor Market Uncertainties for Youth and Young Adults: An International Perspective	2020	Wei-Jun Jean Yeung & Yi Yang	Secondary	The ANNALS of the American Academy	N/A	1997-2018
Labor Market Uncertainties and Youth Labor Force Experiences: Lessons Learned	2020	Arne L. Kalleberg	Secondary	The ANNALS of the American Academy	N/A	1997-2018
Early-career trajectories of young workers in the US in the context of the 2008-09 recession: The effect of labor market entry	2019	Serge Atherwood & Corey Sparks	Secondary	American Community Survey	N/A	2006-2017

Youth labor market expectations and job matching in sub-Saharan Africa: evidence from school-to-work transition surveys	2018	Amarakoon Bandara	Primary	Survey Questionnaire	N/A	2012-2013
Labour market regulations, changes in working life and the importance of apprenticeship training: A long-term and comparative view on youth transition from school to work	2019	Jonas Olofsson & Alexandru Panican	Secondary	OECD and IMF	N/A	1993-2016
Transitions from temporary employment to permanent employment among young adults: the role of labour law and education systems	2019	Bjorn Hogberg, Mattias Strandh, & Anna Baranowska-Rataj	Secondary	European Union Statistics on Income and Living Conditions	139 countries (34,088 individuals)	2004-2013
Work-focused interventions that promote the labour market transition of young adults with chronic disabling health conditions: a systematic review	2018	Arif Jetha, Robert Shaw, Adrienne R Sinden, Quenby Mahood, Monique AM Gignac, Mary Ann McColl, & Kathleen A Martin Ginis	Secondary	Medline, EMBASE	N/A	1990-2018
Introduction: Youth transitions in times of labour market insecurity	2021	Michael Gebel, Marge Unt, Sonia Bertolini, Vassiliki Deliyanni-Kouimtzi, & Dirk Hofäcker	Primary	Interview Guide Questions	386	N/A
The school-to-work transition for young people who experience custody	2023	Richard Dorsett, Alex Bowyer & Thomson D.	Secondary	National Pupil Database and Longitudinal Educational Outcomes data	7,500	2001-2014
The Persistent Effects of Initial Labor Market Conditions for Young Adults and Their Sources	2020	Till von Wachter	Secondary	State Unemployment Insurance Files and Maine DVR	14,815	2005-2019
Vocational Rehabilitation Services and Labor Market Outcomes for Transition-Age	2022	Michelle Yin, Garima Siwach, & Dajun Lin	Secondary	Administrative records from the Maine DVR, as reported in the RSA 911 case service	9,334	2005-2017

Youth with Disabilities in Maine				report, and individual wage record data from the UI files from the Maine Department of Labor (DOL)		
Tackling Youth Unemployment: Evidence From a Labor Market Experiment in Uganda	2020	Livia Alfonsi, Oriana Bandiera, Vittorio Bassi, Robin Burgess, Imran Rasul, Munshi Sulaiman, & Anna Vitali	Primary	Survey Questionnaire	N/A	2014-2016
Employers' recruitment contexts and hiring preferences in the German youth labor market	2021	Paula Protsch	Secondary	BIBB Training Panel	565	2014
Photographs of young generations on the Dutch labour market	2019	Sonja Bekker, & Ioana Pop	Secondary	Labour Force Panel	N/A	1986-2014
School-to-work transitions in rural North Sweden: staying on in a reviving local labor	2023	Maria Rönnlund, & Aina Tollefsen	Secondary	Swedish ongoing qualitative longitudinal project in three rural regions in North Sweden	153	2015-2022

Years of Observation

The number of years of observation in research is essential as it allows researchers to analyze and understand the movement or pattern of data over the years. Based on the reviewed literature, the years of observation in the study, if it utilizes secondary data, depend on the available data. Majority are 11 to 15 years with four (4) studies from Watson, 2019; Atherwood et al., 2019; Dorsett et al., 2023; Yin et al., 2022, 6 to 10 years and 20 to 50 years of observation with three (3) studies each from Manzoni et al., 2023; Hogberg, 2019; Ronnlund et al., 2023, & Jean et al., 2020; Kalleberg, 2020; Bekker et al., 2019, 1 to 5 years from Bandara, 2018; Protsch, 2021 & Sanderson, 2019; Gebel et al., 2021; and 16 to 20 years with one (1) study from Dorsett et al., 2018. On the other hand, the studies that employed primary data were either conducted in the same year or within two years. In the context of labor market transitions of young workers, the observation period should be considered, as the labor markets are dynamic and constantly changing. Therefore, the extended observation period could give insights into the labor market transitions of young workers. However, older data has limitations, such as some trends and patterns no longer applying. Researchers must, therefore, carefully weigh the benefits and limitations of using different observation periods when examining this topic.

Sample Sizes

In the papers of Dorsett et al. (2018), Schoon (2020), Jean et al. (2020), Kalleberg (2020), Atherwood et al. (2019), Bandana (2018), Olofsson et al. (2019), Jetha et al. (2018), Alfonsi et al. (2020), and Bekker et al. (2019), the sample sizes used in the study are not stated. According to the Institute for Work & Health (2008), sample size refers to the number of participants or observations included in a study. This number is usually represented by “n”. On the other hand, those studies with sample sizes (Watson, 2019; Manzoni et al., 2023; Sanderson, 2019; Hogberg et al., 2019; Gebel et al., 2021; Wachter, 2020; Yin et al., 2022; Protsch, 2021; and Ronnlund, 2023) have an average sample size of 8,073. According to Charlesworth (2022), larger sample sizes allow researchers to control the risk of reporting false-negative or false-positive findings. The greater the number of samples, the greater the precision of the results will be.

3.4 Geographical Settings of Selected Studies

Table 4 illustrates the geographic distribution of the locations of the examined literature and studies regarding young workers' transitions from the labor market. To investigate the labor market transitions of young workers in each nation, the research classified the literature and studies according to their setting. In this way, the literature evaluation will help focus on the countries or regions where there has not been much, if any, research done on youth labor transition. Most of the sampled studies are from Europe, representing 60% of the total.

Table 4. *Distribution of Geographical Settings of Selected Studies*

Settings	Number of Studies	Percentage
Europe	12	60.00
North America	3	15.00
Africa	2	10.00
Australia	1	5.00
Several Countries	2	10.00
Total	20	100.00

The most common source of data for the studies located in Europe were Youth Studies, International Labour Review, Research in Social Stratification and Mobility, Policy Analysis and Management, Economic Perspectives, Longitudinal and Life Course Studies, Bristol University Press, Sociology, Policy Futures in Education, The ANNALS of the American Academy of Political and Social Science, European Sociology Review, and Labour Economics (Maria Rönnlund & Aina Tollefsen (2023); Sonja Bekker, & Ioana Pop (2019); Paula Protsch (2021); Michelle Yin, Garima Siwach, & Dajun Lin (2022); Richard Dorsett, Alex Bowyer & Thomson, D. (2023); Michael Gebel, et al. (2021); Björn Högberg, Mattias Strandh, & Anna Baranowska-Rataj (2019); Jonas Olofsson & Alexandru Panican (2019); Ingrid Schoon (2020); Elizabeth Sanderson (2019); Richard Dorsett & Paolo Lucchino (2018); Anna Manzoni & Michael Gebel (2023)). The primary data sources for the studies in North America came from Economic Perspectives, Occupational & Environmental Medicine, and PLOS One. (Till von Wachter (2020); Arif Jetha, et al. (2018); Serge Atherwood & Corey S. Sparks (2019)). The primary data source for the studies in Australia came from Industrial Relations (Watson, 2019). The primary data sources for the studies in Africa came from the Econometric Society and Applied Economics (Bandara, 2018; Alfonsi et al., 2020). At the same time, other studies from several countries gathered data from The ANNALS of the American Academy of Political and Social Science (Yeung & Yi Yang, 2020; Kalleberg, 2020).

3.5 Statistical Treatment of Sampled Articles

The study also evaluates and analyzes the statistical treatment used from the examined literature and studies about the labor market transitions of young workers. Table 5 displays the number of papers, the percentage distribution of the data analysis, and the statistical procedures used.

Table 5. *Statistical Treatment of Sampled Articles*

Statistical Treatment	No. of Studies	Percentage
Descriptive Analysis	6	30
Regression Analysis	4	20
Correlation Analysis	3	15
Sequence Analysis	3	15
Multinomial Logit Analysis	2	10
Multivariate Analysis	1	5
Counterfactual Analysis	1	5
Total	20	100

Since labor market transitions of young workers are typically employed as the independent variable in research, the goal was primarily to determine the relationship or effect among variables, because most of the studies used a quantitative approach. With this, descriptive analysis is utilized with 30% (Manzoni, Gebel (2023); Schoon (2020); Jetha, et al. (2018); Yin, Garima, & Lin (2022); Bekker & Pop (2019); Rönnlund & Tollefsen (2023)). For studies that used Regression analysis, the rate was 20% (Dorsett & Lucchino, 2018; Atherwood & Sparks, 2019; Wachter, 2020; Protsch, 2021). Both Correlation and Sequence Analysis are used at 15%. (Yeung & Yi Yang (2020); Kalleberg (2020); Olofsson & Panican (2019); Watson (2019); Sanderson (2019); Dorsett, Bowyer, & Thomson (2023)). Multinomial Logit Analysis was employed at 10% (Bandara, 2018; Högberg, Strandh, & Baranowska-Rataj, 2019). Lastly, multivariate and counterfactual analyses are utilized at 5% each (Gebel et al., 2021; Alfonsi et al., 2020).

3.6 Parameters used in measuring Labor Market Transitions of Young Workers

Variable Usage

As the research aims to identify how labor market policies and employer practices affect the labor force in various literature and studies, considering the role of young workers in the labor market was a variable used in this review. As Table 6 shows, most of the research employed a quantitative method and had the labor market as the independent variable. The labor market is also a part of any economy, influencing higher-level economic indicators. However, the labor market influences several dependent variables in social, financial, and policy contexts. It may be a minor enhancement or a specific performance or process decrement. Therefore, the labor market is used to compare its implications, effects, or influences in various fields where it is applicable, used, or profitable. Regarding the quantitative nature of studies, the labor market has also continued to be the key idea around which the study was developed, seeking to interpret the perceptions of the market and the fear of unemployment among recent graduates.

Table 6. *Parameters used in measuring Labor Market Transitions of Young Workers*

Title	Year	Author	Variable Usage	Parameters	Dependent Variables
The youth labour market: From education to work before and after the global financial crisis	2019	Ian Watson	Independent Variable	Educational Attainment and Mismatch	Global Financial Crisis
Young adults' labour market transitions and intergenerational support in Germany	2023	Anna Manzoni & Michael Gebel	Independent Variable	Educational and Vocational Training System	Intergenerational support in Germany
Young people's labour market transitions: The role of early experiences	2018	Richard Dorsett & Paolo Lucchino	Independent Variable	Career guidance and counseling	Early experiences
Youth transition to employment: longitudinal evidence from marginalized young people in England	2019	Elizabeth Sanderson	Independent Variable	Vocational Training and Work Experience	Marginalized young people
Navigating an Uncertain Labor Market in the UK: The Role of Structure and Agency in the Transition from School to Work	2020	Ingrid Schoon	Independent Variable	Educational System and Qualification	Transition from School to Work
Labor Market Uncertainties for Youth and Young Adults: An International Perspective	2020	Wei-Jun Jean Yeung & Yi Yang	Independent Variable	Career Guidance and Counselling	Perspectives
Labor Market Uncertainties and Youth Labor Force Experiences: Lessons Learned	2020	Arne L. Kalleberg	Independent Variable	Economic Cycles and Employment Trends	Experiences
Early-career trajectories of young workers in the US in the context of the 2008-09 recession: The	2019	Serge Atherwood & Corey Sparks	Independent Variable	Policy Responses and Support Mechanisms	Labor Market Entry Timing

effect of labor market entry

Youth labor market expectations and job matching in sub-Saharan Africa: evidence from school-to-work transition surveys

2018

Amarakoon Bandara

Independent Variable

Educational Attainment and Quality

Job Expectations

Labour market regulations, changes in working life and the importance of apprenticeship training: A long-term and comparative view on youth transition from school to work

2019

Jonas Olofsson & Alexandru Panican

Independent Variable

Workplace changes and Employment Patterns

Working Life and Apprenticeship Training

Transitions from temporary employment to permanent employment among young adults: the role of labour law and education systems

2019

Bjorn Hogberg, Mattias Strandh, & Anna Baranowska-Rataj

Independent Variable

Employer Practices and Organizational Practices

Transitions of employment

Work-focused interventions that promote the labour market transition of young adults with chronic disabling health conditions: a systematic review

2018

Arif Jetha, Robert Shaw, Adrienne R Sinden, Quenby Mahood, Monique AM Gignac, Mary Ann McColl, & Kathleen A Martin Ginis

Independent Variable

Government policies and programs

Experiences in transitions

Introduction: Youth transitions in times of labour market insecurity

2021

Michael Gebel, Marge Unt, Sonia Bertolini, Vassiliki Deliyanni-Kouimtzi, & Dirk Hofäcker

Independent Variable

Importance of Youth Transition

Labour market insecurity

The school-to-work transition for young people who experience custody

2023

Richard Dorsett, Alex Bowyer & Thomson D.

Independent Variable

Educational Attainment and Quality

Custody experiences

The Persistent Effects of Initial Labor Market Conditions for Young Adults and Their Sources

2020

Till von Wachter

Independent Variable

Labor Market Conditions

Demographic Profile

Vocational Rehabilitation Services and Labor Market Outcomes for Transition-Age Youth with Disabilities in Maine

2022

Michelle Yin, Garima Siwach, & Dajun Lin

Independent Variable

Vocational Rehabilitation Services

Youth Disabilities

Tackling Youth Unemployment: Evidence From a Labor Market Experiment in Uganda	2020	Livia Alfonsi, Oriana Bandiera, Vittorio Bassi, Robin Burgess, Imran Rasul, Munshi Sulaiman, & Anna Vitali	Independent Variable	Policy responses and support mechanisms	Youth unemployment
Employers' recruitment contexts and hiring preferences in the German youth labor market	2021	Paula Protsch	Independent Variable	Educational Attainment and Vocational Training	Youth labor market
Photographs of young generations on the Dutch labour market	2019	Sonja Bekker, & Ioana Pop	Independent Variable	Labor market entry and transition	Current condition of labor market
School-to-work transitions in rural North Sweden: staying on in a reviving local labor	2023	Maria Rönnlund, & Aina Tollefsen	Independent Variable	Educational attainment	Local opportunities for labor

Parameters

Several indicators, including access to vocational training courses, education level, work experience, seminars, occupational mobility, job stability, job duration, and income growth, can represent the labor market transitions of young workers. This set of measurements provides a combined approach that assists young people in transitioning from education into the labor market and helps them establish successful careers and financial well-being in the long run. As observed in Table 6 above, the variables used to measure young workers' labor market transition included: Educational Attainment (Watson, 2019; Manzoni et al., 2023; Amarakoon, 2018; Dorsett et al., 2023; Protsch, 2021; Rönnlund, 2023), Vocational Training (Manzoni et al., 2023; Sanderson, 2019), Career Guidance and Counselling (Dorsett et al., 2023; Yeung et al., 2020), and Government Policies and Programs (Jetha et al., 2018). An important measure and facilitator of labor market transitions is educational attainment. Moreover, schools that impart vocational skills and core knowledge make young people employable and adaptable in the job market. According to Panakaje et al. (2024), education is, on average, linked with better labor market status and job transitions. Oswald-Egg and Renold (2021) explained that individuals with better educational attainment tend to spend less time unemployed and have greater access to various familial careers.

Measuring learning outcomes, such as retention, skills acquisition, and employment following graduation, is an essential tool for monitoring the impact of strategies to facilitate the school-to-work transition process. Another is vocational education, which has become a crucial indicator for measuring the transition success in the labor market. These programs offer a pragmatic, skills-based education targeting industry demands and employment standards. The utility of vocational training is also different across these metrics: placement rates, achievement of skill certificates, and employer satisfaction assessments. Hoidn and Stastny (2021) noted that good vocational programs can substantially reduce the time between training completion and employment, making them critical indicators of a smooth transition of graduates to the labor market. Career guidance and counselling are also effective instruments that facilitate and assess movements in the labor market. Individualized services assist individuals in exploring potential career paths, developing job search strategies, and obtaining the job or other skills needed to enter their chosen occupation successfully (Pham et al., 2024). Career placement rates, client satisfaction surveys, and long-term career outcomes tracking quantify these services. In addition, Gashi et al. (2023) have demonstrated that successful career guidance programs have decreased employment rates and the length of transitions from related education to employment.

Furthermore, national policies and programs support and measure labor market transition. Programs include employment services, training, unemployment insurance, labor statistics, and economic development (Giotis, 2024). Outcomes of these programs are measured through different indicators such as employment rates, wage levels, job retention rates, and economic performance. Government policies also provide a framework for

collecting and analyzing data on the labor market, without which it is impossible to know transition patterns and trends.

Dependent Variable

The variable of young workers' influence on the labor market and how this is being assessed, as presented in Table 6, is one of the remaining variables that the literature and studies examined as being related to the labor market. Half of the evidence linked the labor market to educational achievements, job prospects, and the initial phase of working life (Watson, 2019; Manzoni et al., 2023; Amarakoon, 2018; Dorsett et al., 2023; Protsch, 2021; Rönnlund, 2023; Wooldridge, 2024). However, the current generation faces a growing body of young people who leave each year of higher education, according to Elder (2014). Young people perceive insufficient education and training as a barrier to employment, while research indicates that lower education levels are associated with a lower likelihood of unemployment. Hereby, graduates of the past few years should anticipate longer lines for jobs. Worries over unemployment among new university graduates are also rising, with a greater supply of trained young people than the demand for professional employment in the current economy. Corporations also like to think that recent graduates are unemployable because they have no practical skills, yet businesses also demand that first-year students in college know everything.

Discussion

There is a good deal of literature on the transitions of young workers in the labor market, including factors that influence their entry into the labor force. These factors are education, the state of the economy, labor market regulations, and individual characteristics. Nevertheless, our understanding of how these dynamics create the labor market experiences of young people is still limited.

Watson (2019) examines and highlights how difficult it has become for youth to find work, as there has been a "striking deterioration" in the labor market status among the youth. This would suggest that young workers have continued to experience difficulty finding a smooth transition from education to work. Sanderson (2019) focuses on the problems of marginalized youth in the employment search, such as limited access to education and training, limited employment opportunities, and physical and practical barriers. This finding is supported by Bandara (2018), who indicates that education plays a significant role in shaping labor market expectations and outcomes. A higher education degree is linked to higher employment and earnings for young people, particularly in technical and professional fields, while low-educated youth, particularly those with primary or less education, anticipate working in low-skill jobs. Finally, expectations about career success and expected opportunities in the job market are also analyzed. The findings also indicate that aspirations are determined by a person's distinctive orientation, including social class, family of origin, and culture.

Additionally, Dorsett et al. (2018) argue that the transition of young people into the labor market is shaped to a large extent by previous experience. The results indicate that prior experience strongly affects the transitions between labor market states and that the effect varies with gender. In particular, the study shows that males are more susceptible to their past than females, and these effects are more potent in the short run.

To gain a more profound knowledge about how differences in national employment protection legislation and the occupational orientation of education systems influence young workers' chances of moving from temporary to permanent work, labor market statistics in Europe were examined by Högberg et al. in 2019. The study finds that the percentage of permanent job moves varies considerably across European countries, from fewer than 20% to around 70%. The distinction is between the strictness of legislation on regular and temporary contracts; low and high transition rates to open-ended agreements are associated with strict employment protection legislation. Moreover, there was an association between higher transition rates into permanent employment and partial employees in the form of more flexible working conditions for regular contracts, but not temporary ones. This study provides new findings on changes from temporary to permanent work and the level of temporary employment during a specific period. It sheds light on how transitions from temporary to non-employment might affect the young unemployment rates with employment protection legislation. Paradoxically, they find that neither extensive deregulation nor reinforced protection for open-ended contracts is correlated with positive transitions to nonemployment.

On the other hand, the transition from youth to adulthood is important, but also tricky, especially for disabled youth, whose disabilities may affect their ability to find and develop the skills and talents required to make the

transition from education to the world of work. Industrialized nations indicate through national data that the labor force participation and employment rates among youth with and without disabilities remain disparate, despite numerous legislative and public policy efforts focused on helping youth with disabilities make successful transitions. Many studies indicate that early experiences and career options during this period have long-term impacts on lifetime welfare, as entries into the labor market are a focal point in the life course. The particular problems of young people with disabilities have been reported by Yin et al. (2020), adding further complexity to the shift from education to the labor market. In resource-poor settings such as Uganda, Alfonsi et al. (2020) demonstrate that vocational training and apprenticeships are key in enabling young people to engage the labor market in cases where formal education is insufficient. The dispossession of youth in the labor market will need a clear focus of support and intervention to meet the needs of different youth categories. Programs such as Talent Match can be crucial in bridging the gap and moving from the vulnerable 'transition' stage to sustainable employment for the young (particularly those from disadvantaged backgrounds). Recognizing and overcoming these young workers' barriers is imperative to create a more inclusive and dynamic labor market.

Overall, equitable parts of labor market controls correspond to factors like education, economic conditions, labor market institutions, and personal characteristics that affect young workers' labor market transitions. Although there has been extensive literature on this issue, there are still some knowledge gaps. The implications of these threads of literature, all of which converge on the theme of vulnerability, loom large for the still inferior service system, which remains, by and large, ill-equipped to support the ongoing labor market issues that some young people confront through limited access to education, training, and jobs, particularly for disadvantaged youth.

4.0 Conclusion

The rate at which young workers are absorbed into the labor market and its determinants vary across regions. Many young adults would rather be financially independent from their families and provide for themselves and their own. Other young workers go out to work to top up family income; in low-income families, extra money is often desperately needed. The analysis showed that young workers' education, work experience, and on-the-job training can lead to the transition from unemployment to employment. A high level of education increases job security and the quality of work. However, youth with vocational skills are more likely to find permanent, full-time work. It is anticipated that there is a positive relationship between job tenure, job satisfaction, and salary growth, reinforcing job stability as a factor for career growth. Moreover, investments in education and training are essential to prepare young people with skills for the changing job market. The policies should reduce the discrepancy between educational systems and the labor market demand. Resolving regional imbalances and promoting sectors with good development prospects can cultivate more balanced job opportunities. Also, targeted efforts are necessary to ensure all young workers can find good jobs.

Furthermore, policies promoting job security and fair wages could increase young workers' economic well-being. This includes funding for internships, apprenticeship programs, and entry-level job opportunities. Additionally, the review discusses the influence of sectoral movements and social determinants, noting the necessity of targeted prevention and intervention to address inequities and support equal opportunities. The lasting impact of early career and job satisfaction makes considerate entry conditions more critical. This extensive analysis demands further research and a dynamic strategy to address evolving problems among young labor market participants.

Overall, this study illuminates the intricacies involved in young workers' transitions in the labor market, highlighting salient elements such as education, vocational training, job stability, and wage determinants. The results reveal that higher education and technical skills increase employment opportunities and job quality, but regional and sector-specific variations also require targeted policy responses. The comprehensive process of integrated education and employment policy support has great potential to address these issues, which might lead to a more inclusive and fairer labor market. Future work should focus on long-term careers and how technological upgrades can better equip young workers for new labor markets to avoid technological unemployment. Last, such insights can help promote young workers' triumphant entry into the economic system, leading to financial stability and growth.

5.0 Contribution of Authors

None declared.

6.0 Funding

None declared.

7.0 Conflict of Interest

None declared.

8.0 Acknowledgment

None declared.

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