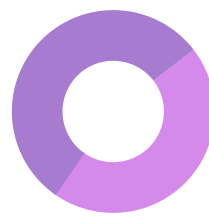# OSCE
Webinar Outreach Programme
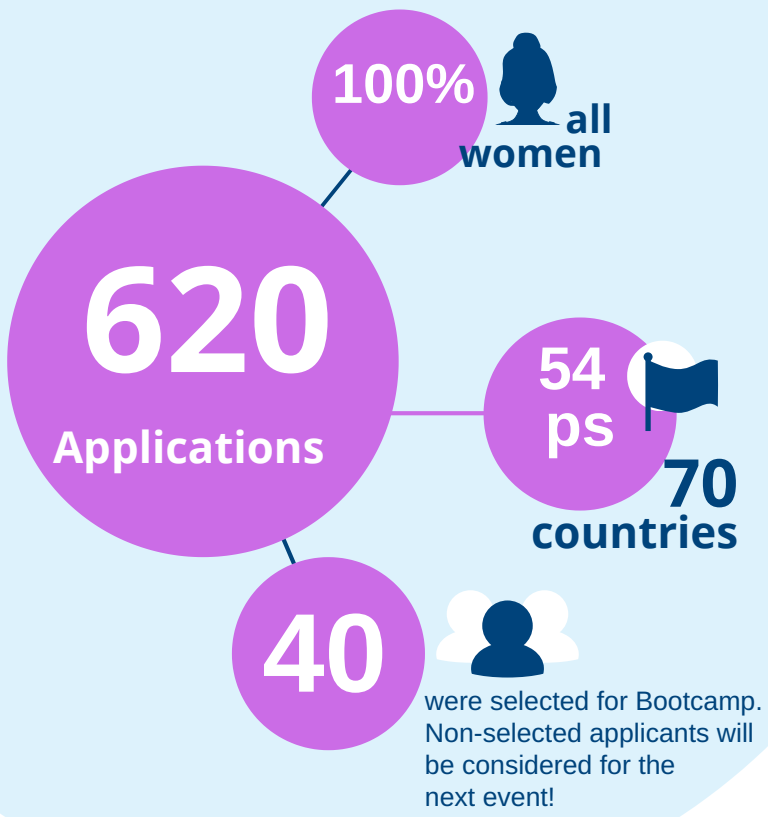### Data Analysis
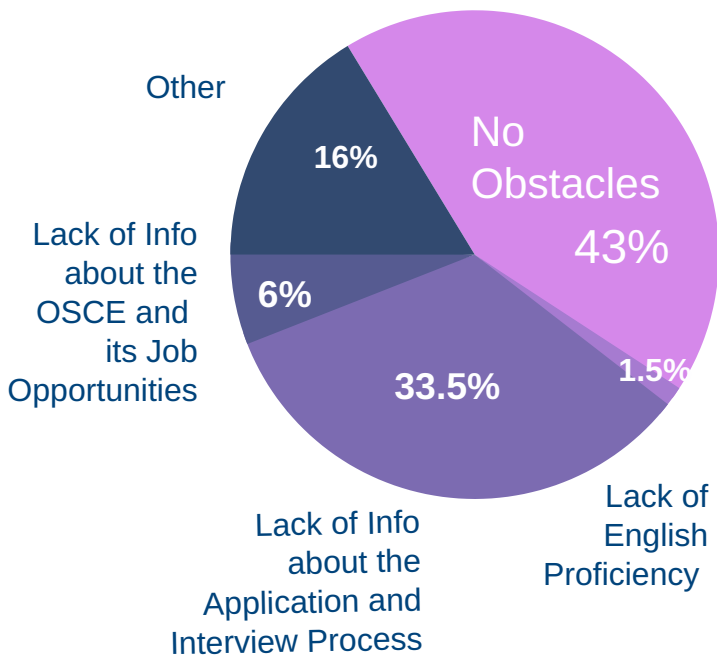
Link to jobs.osce.org/webinars

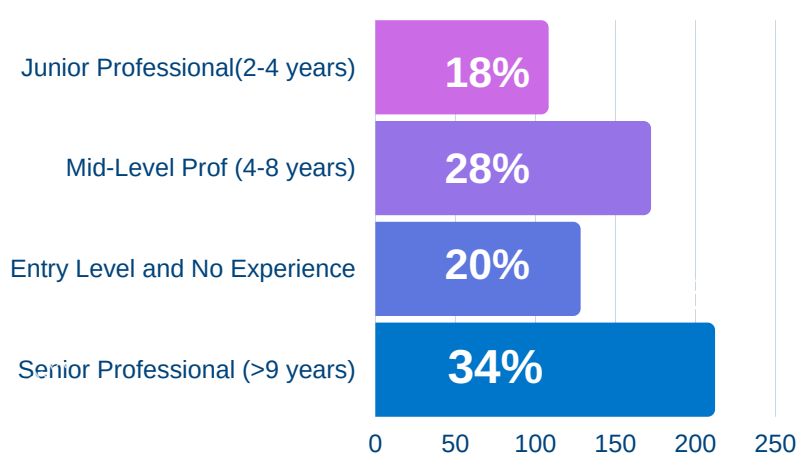## Virtual Recruitment Bootcamp for Women Applications (Nov 2020)

45.8% Never applied for the OSCE before

Who is our Audience?

100% all women

620 Applications

54 ps 70 countries

40 were selected for Bootcamp. Non-selected applicants will be considered for the next event!

441 **71% brand new audience** (first-time outreach participants)

Countries with most nationals registered **10**

USA	Romania
Italy	Bosnia and Herzegovna
Albania	Spain
Ukraine	Poland
France	North Macedonia

Obstacles to Application

No Obstacles **43%**

Other **16%**

Lack of Info about the OSCE and its Job Opportunities **6%**

Lack of Info about the Application and Interview Process **33.5%**

Lack of English Proficiency **1.5%**

Years of Experience

Junior Professional (2-4 years)	**18%**
Mid-Level Prof (4-8 years)	**28%**
Entry Level and No Experience	**20%**
Senior Professional (>9 years)	**34%**

0   50   100   150   200   250
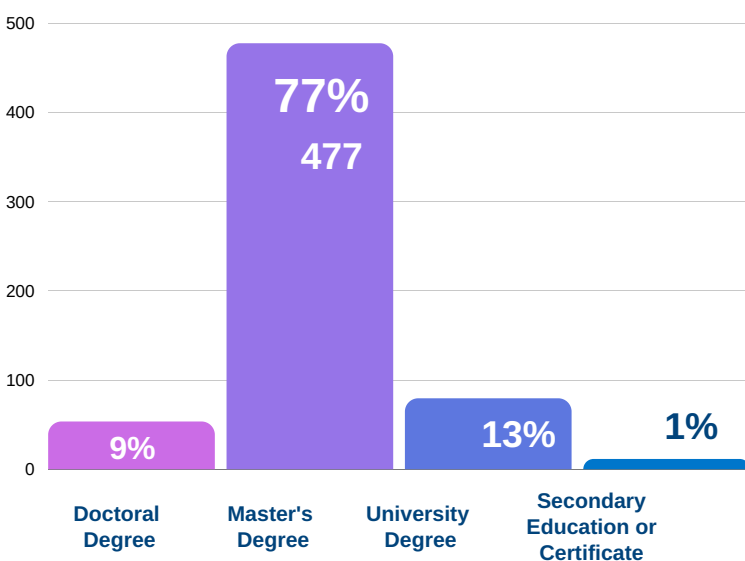
70% in Programmatic Areas

13% in civilian police, military, monitoring or environmental affairs

51% work at International organization, NGOs or Government

Level of Education

Doctoral Degree	Master's Degree	University Degree	Secondary Education or Certificate
9%	**77%** 477	**13%**	**1%**

500
400
300
200
100
0

40 Were Selected for Bootcamp

95% in Programmatic Areas

47% never applied at the OSCE before

50% from less-represented participating States

62% from niche areas (police, military, monitoring areas...)