



The Youth Guarantee

Challenges and examples of practices

Prepared for:

**Mutual Learning Programme Peer Review on
the French Guarantee for Youth**



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Success factors

- YG requires structural reforms and systemic change in support for school-to-work transitions
- Key success factors include:

Partnership approach
between key players

Stepping up early
intervention and
outreach

Integrating services
into a one-stop-shop

Strong involvement of
employers

Example practices

ANPAL, IT

Structural reform

- Establishment of National Agency for Active Labour Policies (ANPAL); Registration with ANPAL required to benefit from measures; Registered users are profiled and given a personalised service agreement

Triple helix, NL

Collaboration between key partners

- Commits relevant stakeholders - education, government and business - in Mid-Brabant region of NL, to finding a sustainable solution to youth unemployment, by creating a 'youth unemployment-free zone'.

Navigator Centres, SE

One-stop-shops offering integrated services

- NCs provide help for reintegration; bring together municipalities, the non-profit sector, social and labour market authorities and employers; young people are assigned a case worker and receive holistic support

Example practices

Traineeship Act, RO

Amendment to Labour Code introducing ‘professional stages’

- Subsidy for employers who provide recent graduates from higher (tertiary) education with a period of professional experience, combined with support from a mentor

Building Bridges, DK

Preparing young people to start vocational education

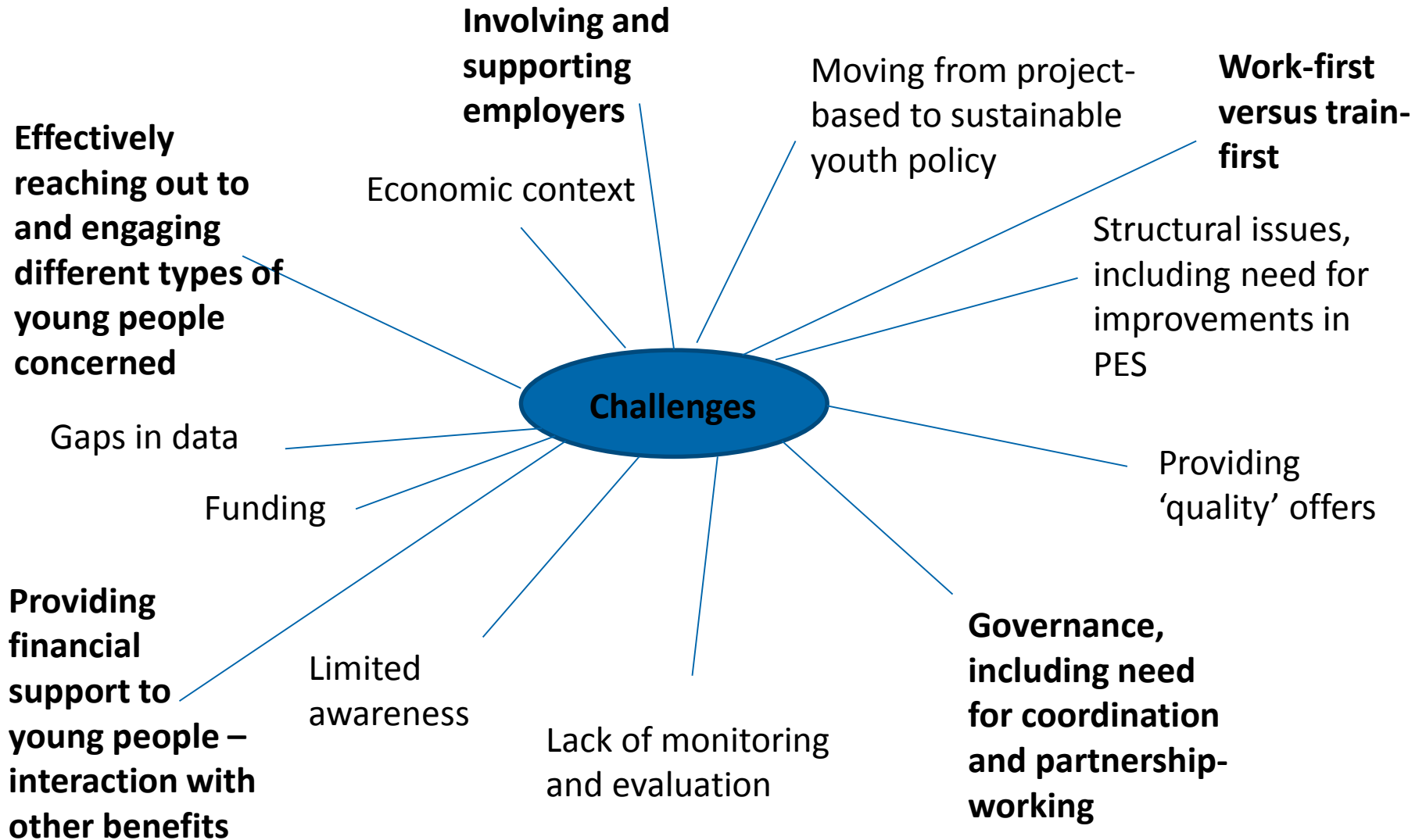
- Bridging courses aim to prepare YP academically, socially and personally to start and complete vocational education; they receive mentoring support until they find a traineeship in order not to ‘lose’ them in the transition from social assistance to vocational education

NEETs Project Know and Do, LV

To identify and motivate NEETs to reintegrate

- First activation measure in LV specifically addressing NEETs; has a strong local strategic partnership component and includes intensive monitoring to inform evaluation of the project

Challenges - overview



Challenges

■ Governance, including the need for coordination and partnership working

- Extensive coordination required for YG, which spans various fields
- Partners need to have clear roles and responsibilities, and a mutual understanding of others' tasks
- Lack of information exchange makes it hard to identify NEETs
- Youth organisations not involved (enough)

■ Supporting and involving employers

- Work with employers to ensure activities meet the needs of local labour markets
- Need to be approached in a proactive manner (challenge lies in changing work practices and traditions of front-line staff)
- Need to be offered a portfolio of options of how to get involved (e.g. from talks, mock interview and job shadowing to providers of work placements, apprenticeships and jobs)
- Awareness-raising to promote the social responsibility of companies
- Subsidies need to be well-designed and targeted, combined with activation measures

Challenges - - interventions towards those further from LM

■ Reaching out to and engaging young people

- Target group is not homogeneous – measures need to be tailored, with the young person at the centre
- YG more successful for new labour market entrants; unable to effectively engage NEETs facing multiple barriers
- Difficulties in identifying NEETs; many not registered with the PES
- NEETs may not have trust in public services
- Awareness-raising and communication efforts are needed
- Guidance, counselling and comprehensive follow-up required

Challenges

- **Work-first versus train-first**

- For those who are furthest from the labour market additional support may be needed before they can enter the workplace or access training

- **Providing financial support – interaction with other benefits**

- May be a way of attracting some NEETs to register or engage with services
- Need to be accessible: paperwork and delay in receiving payment can be off-putting
- Can be costly – other routes to engagement may be more effective and cheaper