PES to PES dialogue

Integration of low-skilled youth in Europe

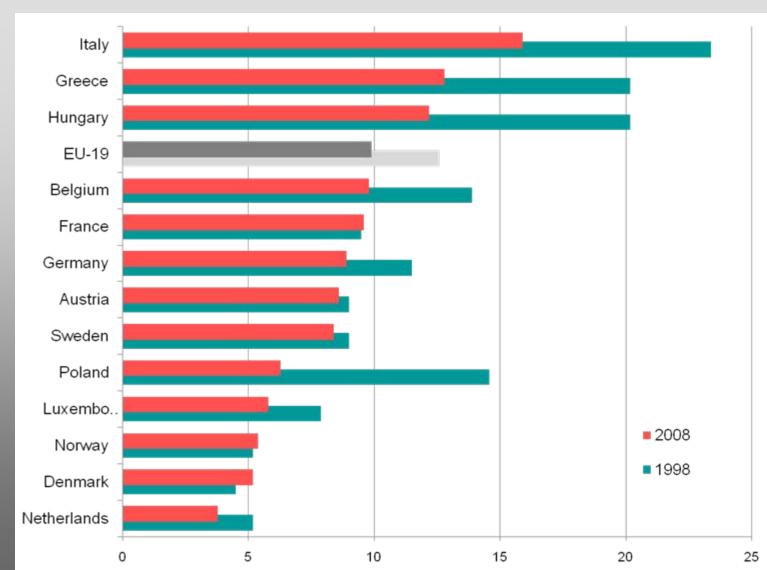
Key active labour market policy measures and integrated approaches – evidence from the international literature and the Peer Review

Dialogue Conference New developments, good practices and lessons learnt Workshop: PES and low skilled young people

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The extent of the problem: NEET rates





Source: OECD

A complex problem calling for innovative solutions

- → Unemployment of low-skilled youth: a multidimensional problem.
- →Therefore, a multitude of actors have to coordinate their actions and strategies: PES, schools and training institutions, parents, companies, youth social work, youth services, private placement providers.

Efficient service delivery and ALMPs need partnerships and networks.

- → Need for integrated approaches.
- **→**Early intervention is key.



Youth guarantees

- The labour-market integration of low-skilled youth asks for an additional effort of policy-makers.
- -Therefore, a number of countries implement youth guarantees to ensure that no young people are left behind. Youth guarantees define a right of young people to an education, training or job.
- -They rest on a strict implementation of the mutual obligation principle
- High costs but long-term effiency

Examples include:

- > Youth Guarantee, Social Guarantee, Youth Effort in FI, NO, DK, SE
- > National training pacts (based on voluntary commitment to expand apprenticeships) (DE)
- > Apprenticeship guarantees (AT)



Effective service delivery (I)

(i) Outreach activities

-> Outreach activities in co-operation with schools, NGOs, religious and ethnic communities, civic youth organisations, youth social work.

(ii) Vocational counselling

- > Can be provided at schools, at the PES, or employer organisations, by private providers
- > Forms of co-operations need to be based on shared commitment
- > Mentorship programmes as good practice



Effective service delivery (II)

(iii) Setting-up and implementation of Individual Action Plans (IAP)

- > Profiling needs to take the whole situation of youth into account.
- Install a negotiation process between PES and youth, build a trustful relationship.
- > Person-centred, integrated approaches which try to identify not only individual barriers but also strengths seem to be more effective.
- > Accept possibility of failure and give youth new chances.
- > Early intervention and intensive follow-up (e.g. AT, BE, UK)



Effective service delivery (III)

- (v) Follow-up of disadvantaged young people while they participate in ALMPs or get a job and follow-up after participation.
- (vi) Provide guidance to employers who agree to employ or train disadvantaged young people.
- (vii) Offer socio-pedagogical assistance to employers taking on disadvantaged youth as trainees or workers.

(viii) Effective use of expertise and staffing

- Multi-disciplinary teams (in-house in case of onestop shops or through co-operation with other actors) for setting-up IAPs
- > Train staff (inhouse), employ specialised staff (e.g. psychologists) or outsource to specialised service providers.



Effective ALMPs for low-skilled youth (I)

(i) Training and education measures

- > Delivering second-chance education opportunities, as a mix of adult mentoring, work experience and remedial education
- > Pre-vocational training courses to foster basic skills (need to be well targeted)
- > Validation of previously acquired skills
- > Measures that increase self-confidence of youth (e.g. music, theatre play)
- > Combined measures of non-formal learning and work experience
- Enterprise schools for those who cannot find an employer-based training place
- > Training subsidies or social security exemptions for companies who take on low-skilled young people
- > Internships boost labour market attachment

To sum-up: successful measures are workplace related



Effective ALMPs for low-skilled youth (II)

(ii) Employment incentives

> Wage subsidies can be effective if they are well targeted to disadvantaged youth in order to minimise dead-weight losses

(iii) Job creation programmes

Implemention by social co-operatives, social enterprises and including a follow-up increase effectiveness



Implementing youth measures: Partnerships and networks for young people

•Regional and local partnerships, e.g.

Austria: Territorial Employment Pacts

Belgium: Action Plan for Young People (capital region)

•One-stop shop services require a particular form of cooperation

Examples: DK, NO, DE

Cooperation with schools

- •Formal and non-formal ways of cooperation,
- Visits of PES to schools or school classes to PES
- •Follow-up services of schools (No)
- Training courses for the trainers (IT)

Cooperation with employers

- National training pact (DE)
- Organise events, fairs
- Cooperation with Chambers
- Networks with HR managers (FR)
- •Covenants with employer organisations (NL)
- Social partners (GR)
- •Links to community-based employers, social enterprises, voluntary sector



Challenges: key questions for the debate

- Outreaching disadvantaged young people represents one of the key challenges → How can PES best make contact with young people?
- PES services need to be adapted to the multidimensional labour market barriers of low-skilled youth:
- → What are your experiences with shaping appropriate PES services for low-skilled young people?
- → What design and delivery of effective measures work best in your country?

