

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

Brussels 8/9 Septembre 2011

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 efficiency

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 one-stop 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

- > Implementation 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 multi-dimensional 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?**