Agenda: Services for Low Skilled Unemployed

- System: How to decide which service is suitable for whom
- Accompaniment: How to secure success of qualification measures
- Bridging: How to get young low skilled into vocational training
- Sustainability: How to support clients following integration
System: How to decide which service is suitable for whom
Basics: General Rules and Approach

- First priority for low skilled young people (<25): taking up an apprenticeship
- First priority for all clients from age 25 onwards: integration in sustainable employment as soon as possible
  - Qualification measures (and other promotion) only if needed for integration
  - PES counsellors decide on the base of a meticulous profiling
The 4 Phase Model

First interview

- Profiling of client
- Defining the goal
- Selecting strategy or strategy mix
- Implement and follow-up

Consistent pursuit in follow-up contacts
The Individual Approach in Placement and Counselling

The 4 Phase Model

Profiling

- Strengths
- Motivation
- Skills
- Health
- ...

Strategies

- Market profile
- Activation profile
- Achievement profile
- Development profile
- ...

Clients with special needs

- Low skilled
- Lone parents
- Migrants
- Youth
- ...

Placement activities
Integration supporting measures
Qualification measures
Intensified counselling (“Inga“)
...

if necessary
Accompaniment: How to secure success of qualification measures
Managing graduates of qualification measures - Basics

Goal

• Timely and as permanent as possible integration following a qualification measure
• Achieving a high integration rate through joint and harmonised action by participants, training providers, employers and the PES

Measure

• Strategy for action in the framework of the 4-phase model that starts shortly before the end of the qualification measure
• Depending on the type/length of measure, placement interview 1-3 months before the end of the measure, or immediately after it ends.
Managing graduates of qualification measures - Procedure

1. Applicant profile is revised (in particular updating knowledge and skills)
2. Review of the customer's search strategies and own activities
3. Placement activities are started
4. The employer service is commissioned with initiative placement
5. Where applicable, inclusion of private job placement

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Accompaniment: How to get young low skilled into vocational training
Entry level vocational qualifying measure - Basics

**Goal**
- Preparing young people for vocational training in enterprises

**Measure**
- Work experience in enterprises, up to 12 months
- Oriented to the contents of recognised training occupations
- After concluding the measure: company report on the knowledge and certificate from the chamber
- Companies: support grants towards payment plus lump-sum share of social insurance contribution

**Target group**
- Applicants for vocational training with individually limited placement prospects who have still not found a training place even after 30 September
- Applicants who do not yet have the necessary readiness for training to the full extent
- Slow learners and socially disadvantaged training place seekers.
Entry level vocational qualifying measure - results

Results

- In the years 2010 to 2012: around **75,000 participants** (SGB III: 54,944 / SGB II: 20,057)
- Integration Rate: **71.2 %** (SGBIII, 2011 Integration Report)

Success factors

- Substantiated clarification of suitability
- Regular attendance at vocational training school, where possible in a specialist class
- In case of slow learners and socially disadvantaged young persons, support through help parallel to training
Sustainability: How to support clients after integration
Support following integration – the project „INA!“

Supply of service during integration process
- For clients with strategy “placement“
- Target groups are defined locally
- Participation is voluntary

Counselling interviews
- Identifying employment risks
- Identifying potentials for stabilizing employment
- Guidance to local supporting networks

4 Phase Model

• at least three counselling interviews in the first six month following integration
• additional interviews if needed
• contacts to the employer if needed and client agreed

Improving sustainability
Support following integration – effects

2012: First pilot test in two job centers
- significant quantitative effects (six months after the end of the support) compared to non-participants:
  - the employment rate of participants: 20 percent higher
  - the duration of employment in first jobs: 38 days longer
  - the unemployment duration after job loss: 22 days shorter
  - ... although the share of market profiles was much higher under non-participants

2013: Project in 30 local agencies and job centers
- Effects will be evaluated regarding
  - integration effects
  - duration of employment and unemployment
  - customer satisfaction
  - staff satisfaction
BACKUP