

PES to PES Peer Review on Approaches for Low Skilled Vilnius, June 2013

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German PES Services for Low Skilled Unemployed



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Agenda: Services for Low Skilled Unemployed

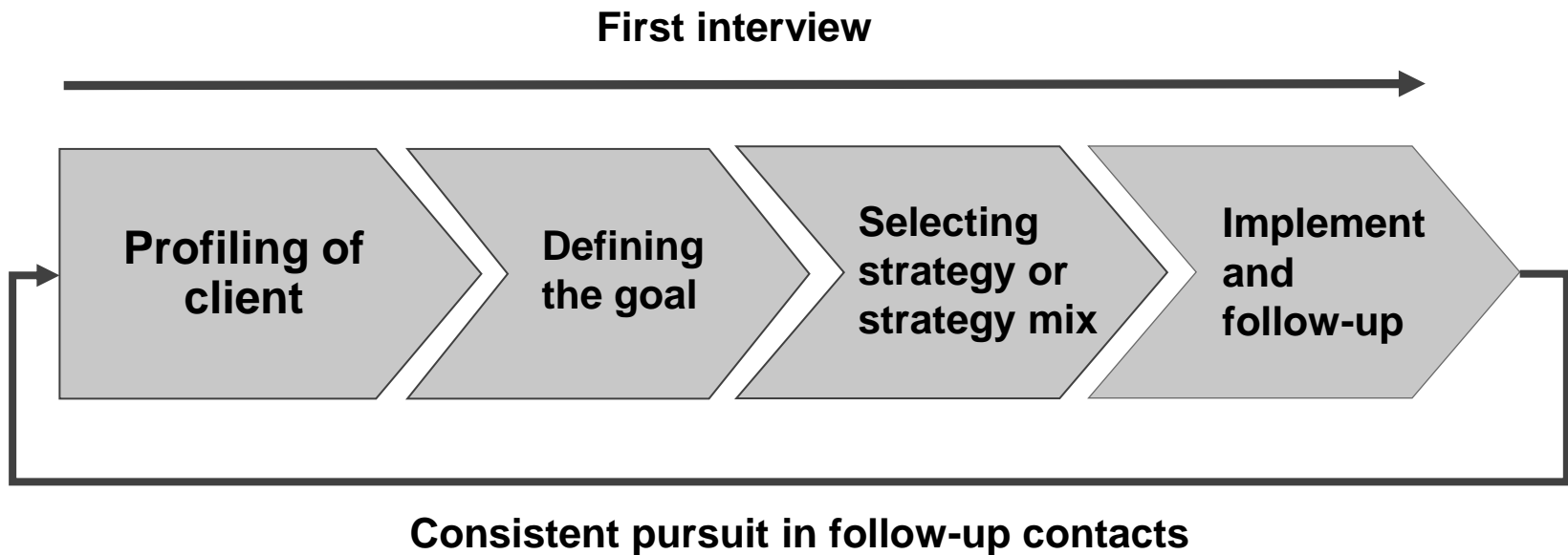
- System: How to decide which service is suitable for whom
- Accompaniment: How to secure success of qualification measures
- Bridging: How to get young low skilled into vocational training
- Sustainability: How to support clients following integration

System: How to decide which service is suitable for whom

Basics: General Rules and Approach

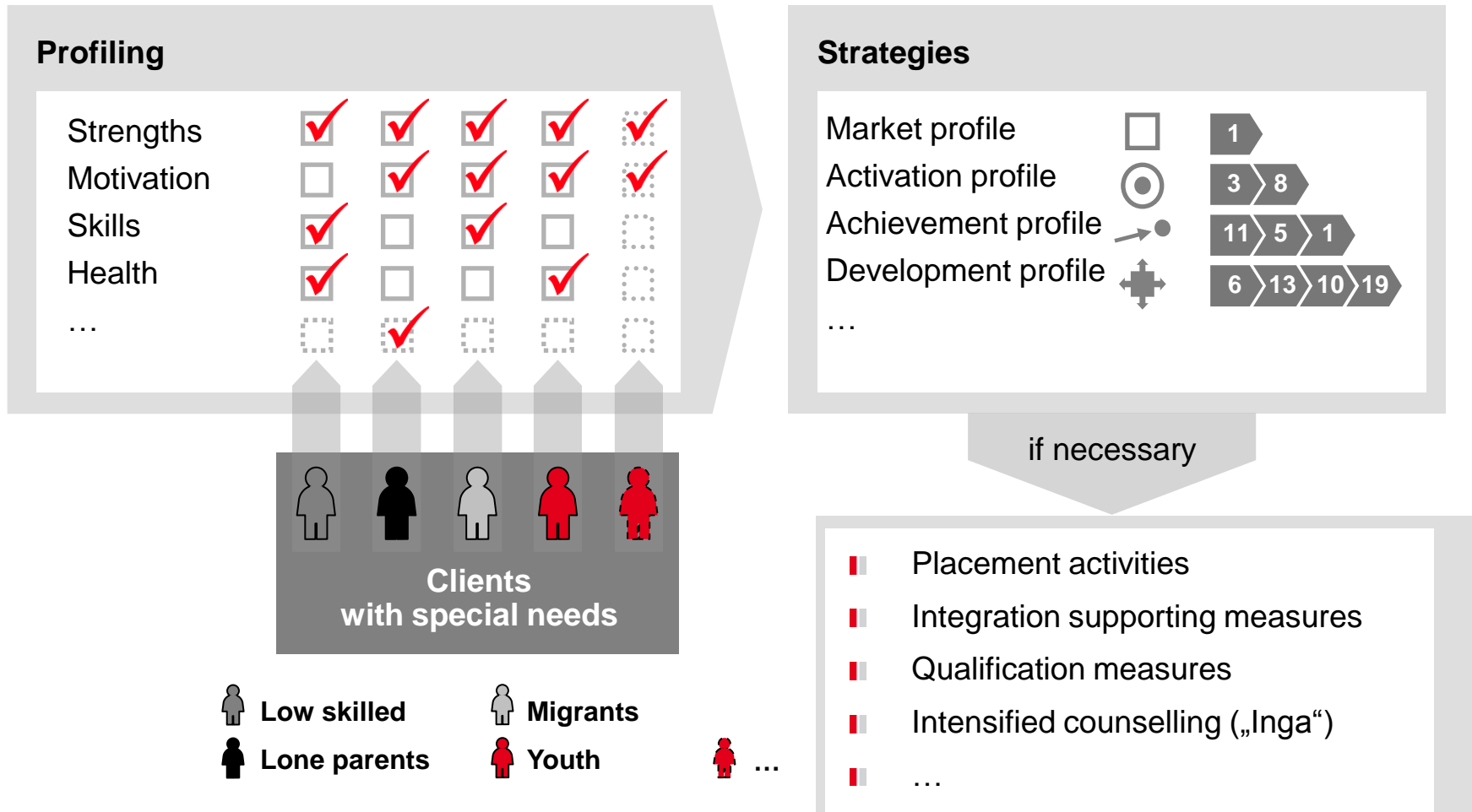
- First priority for low skilled young people (<25): taking up an apprenticeship
- First priority for all clients from age 25 onwards: integration in sustainable employment as soon as possible
 - Qualification measures (and other promotion) only if needed for integration
 - PES counsellors decide on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

The 4 Phase Model



The Individual Approach in Placement and Counselling

The 4 Phase Model



Accompaniment: How to secure success of qualification measures

Managing graduates of qualification measures - Basics

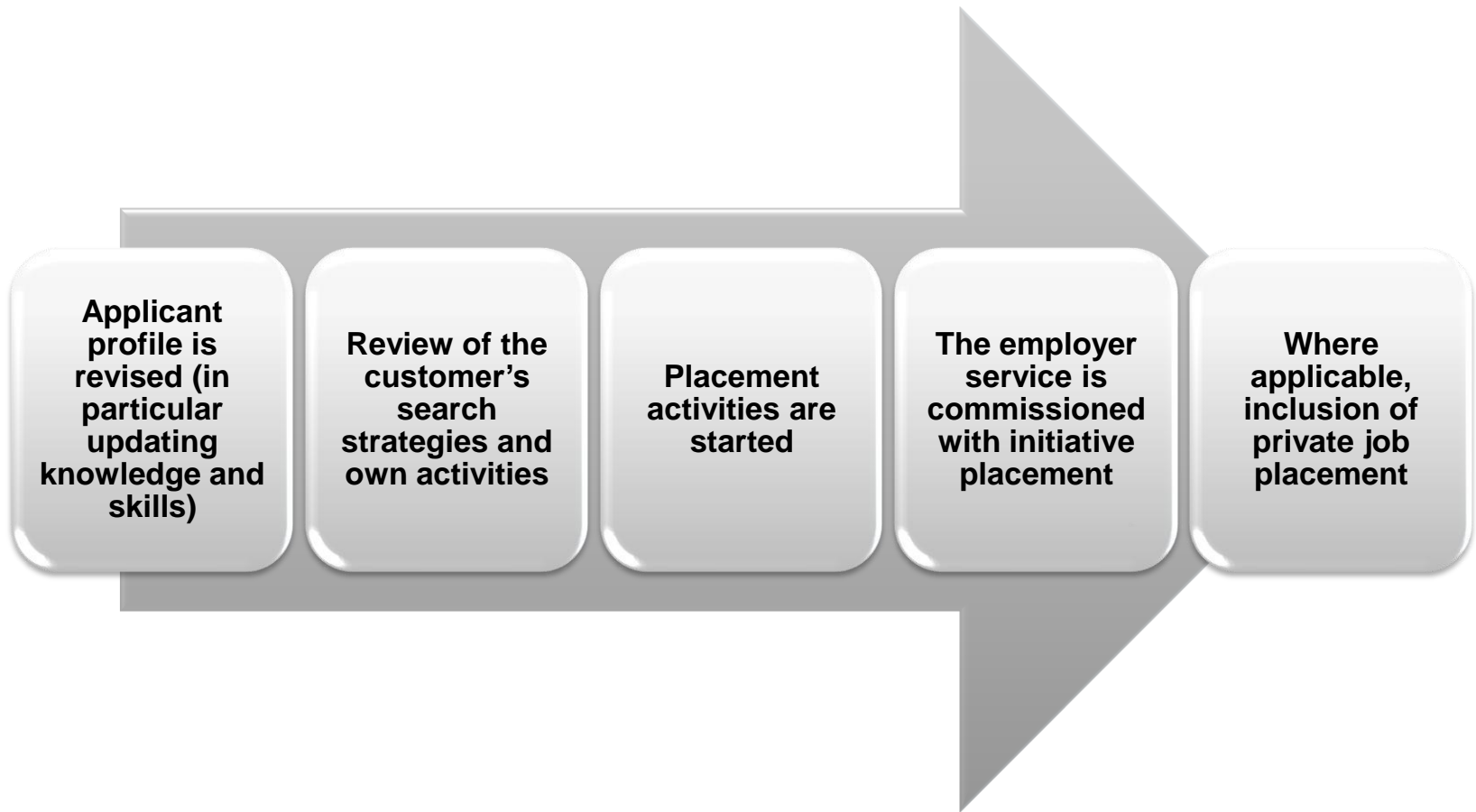
Goal

- 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



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)

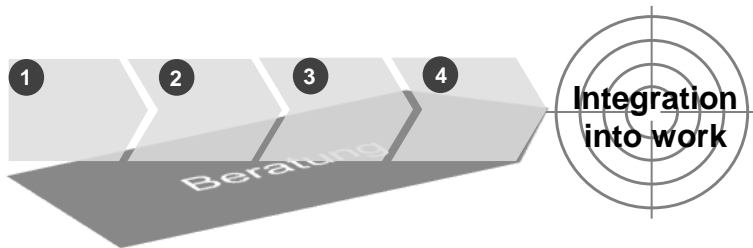
Success factors

- 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!“

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



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

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
