Labour market services and individual action planning for low-skilled adults and youth

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Changes in the labour market and a significant increase in the number of jobseekers encouraged the reorganisation of Lithuanian Labour Exchange’s activities: structural reorganisation in 2010, improvement of services in 2011-2012.
Jobseekers’ structure (%)  
1st April 2013

Number of jobseekers

- Youth: 26701
- Adults: 203576

Unskilled jobseekers, %

- Adults: 46.5%
- Youth: 54.7%
Structure of job vacancies (%)

Chart shows the structure of job vacancies, registered during 1st quarter of 2013.
The aim of the model is to know our clients better and to pay more attention to the individual needs of each of them and to adjust an individual job search programme accordingly. According to this model, we differentiate services to clients taking into consideration their readiness for the labour market, preceded by:

- Assessment of qualification and competencies of the jobseeker
- Assessment of job experience
- Assessment of motivation (readiness to actively participate in the active labour market measures)

only after identifying the clients' personal capabilities, wishes and intentions are we able to meet their expectations and align them with the labour market needs (real possibilities)
Jobseekers’ profiling model (II)

Considering their abilities in the labour market, jobseekers are differentiated into the target groups:

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<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>51 900</td>
<td>18 200</td>
<td>70 200</td>
<td>66 400</td>
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<tr>
<td>25 %</td>
<td>9 %</td>
<td>34 %</td>
<td>32 %</td>
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1. Prepared for the labour market, motivated
2. Prepared for the labour market, unmotivated
3. Unprepared for the labour market, motivated
4. Unprepared for the labour market, unmotivated
## Activity results 2012

<table>
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<th>Prepared for the labour market, motivated</th>
<th>Prepared for the labour market, unmotivated</th>
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<tbody>
<tr>
<td>➢ around 90% were employed</td>
<td>➢ 70% participated in motivational seminars</td>
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<tr>
<td>➢ 59% were employed within 3 months, using e-services model</td>
<td>➢ 38% participated in temporary employment measures</td>
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<tr>
<th>Unprepared for the labour market, motivated</th>
<th>Unprepared for the labour market, unmotivated</th>
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<tr>
<td>➢ vocational counselling services were provided for 92%</td>
<td>➢ 65% participated in motivational seminars</td>
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<td>➢ 8% were sent to vocational training</td>
<td>➢ individual consultations were provided to all jobseekers of this target group</td>
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<td>➢ 68% were sent to work skills restoration measures</td>
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Individual action planning

• Timing:
  – The individual action plan is drawn up within 3 months of registration at the local labour exchange – for jobseekers under the age of 25;
  – The individual action plan is drawn up within 6 months of registration at the local labour exchange – for jobseekers over the age of 25.

• “Train First” approach;

• Jobseekers’ involvement into the career planning process;

• “New Start” measure for youth.
Individual action plan measures for low-skilled jobseekers (I)

REGISTRATION
Differentiation of jobseeker’s abilities in the labour market, assignation of target group

FIRST MEETING WITH LOCAL LABOUR EXCHANGE SPECIALIST
Revision of jobseeker’s information, acquired during registration, preparation of preliminary individual action plan

UNPREPARED FOR LABOUR MARKET, MOTIVATED

Information
Job search
Preparation for the meeting with employer
Motivation, consultation, various training
Independent work
Active Labour Market Policy Measures
Other measures
REGISTRATION
Differentiation of jobseeker’s abilities in the labour market, assignation of target group

FIRST MEETING WITH LOCAL LABOUR EXCHANGE SPECIALIST
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UNPREPARED FOR LABOUR MARKET, UNMOTIVATED

Information  Job search  Preparation for the meeting with employer  Motivation, consultation, various training  Active Labour Market Policy Measures  Other measures
Participation in ALMs in 2012

Unskilled jobseekers, sent to ALMs, %

- Subsidized employment
- Job rotation
- Public works
- Vocational training

Youth vs. Adults

- Subsidized employment: 15.4% for Youth, 18.9% for Adults
- Job rotation: 6.4% for Youth, 17.7% for Adults
- Public works: 7.2% for Youth, 38.7% for Adults
- Vocational training: 10.6% for Youth, 28.3% for Adults
Effectiveness of ALMs* in 2012, %

* ALMs are considered effective if participants are employed within 6 months after completing a measure.
Successes and challenges

Successes:
• More government support and attention to youth;
• Closer cooperation with other institutions and social partners;
• New vocational training model.

Challenges for the future:
• To promote low-skilled adults as socially vulnerable group;
• To strengthen the labour market prognosis mechanism;
• To stimulate low-skilled jobseekers’ social rehabilitation, activation, sustainable integration into the labour market.
Thank you

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