



Employment Package: Skills, PES and Youth

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Structure

Contributing to the implementation of the “Employment Package” – Towards a job-rich recovery (April 2012)

- Skills strategy: European Skills Panorama
- PES: Transform PES into transition management agencies
Professionalism of Employment Counsellors – PES to
PES Dialogue
- Youth: Youth Employment Package

1. Skills Panorama in Action

European Commission > EU Skills Panorama

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Occupation

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Skills

Analytical Highlights

Analysing Skills

Datasets & Indicators

Forthcoming Data

Useful Resources

Glossary

EUSP Activities

Contact

Welcome to the EU Skills Panorama

Access here national, European and international research findings on skills and jobs

The EUSP provides information and intelligence that can:

- Help improve the capacity for skills assessment and anticipation
- Inform skills governance through the anticipation of skills needs; improving responsiveness of education and training systems; and enhancing the matching of supply and demand for labour across Europe.

The EUSP will widen the audience for labour market information and skills research across Europe through:

- Providing access to labour market and skills information and 'intelligence'

Latest Analytical Highlights

Literacy & Numeracy

Access here analysis of key trends in literacy and numeracy across the EU



Nursing & Midwifery Professionals

Access here analysis of key skills trends of nurses and midwives across the EU



ICT Sector

Access here analysis of key skills trends in the ICT sector, one of the key



1. Skills Panorama in Action




Search by occupation

For example: Professionals

Recent trends 2009-2011

– changes in employment:

Eurostat, Labour Force Survey
20 Sep 2012

Rank	Country	% change
	 EU27	24.0 ↑
	 EU25	24.0 ↑
	 EU15	27.0 ↑
1	 Norway	63.1 ↑
2	 United Kingdom	61.0 ↑
3	 Denmark	49.9 ↑
4	 Portugal	44.8 ↑
5	 Austria	34.4 ↑

2. P2P: Professionalism of employment counsellors



Dialogue
Conference 2
identified need for
further
investigation and
action

Dialogue Conference 1:
Quality individual action planning depends
on professionalism of PES staff

(key to sustainable activation outcomes
and effective resource allocation for
ALMPs, to effective spending of billions of
Euro)



2. P2P: Professionalism of employment counsellors

Results from European survey among PES

Significant **consensus about core tasks and competences** of employment counsellors (e.g. interviewing and counselling, assessment and matching, networking, IT, knowledge of the labour market, occupational trends, ALMP)

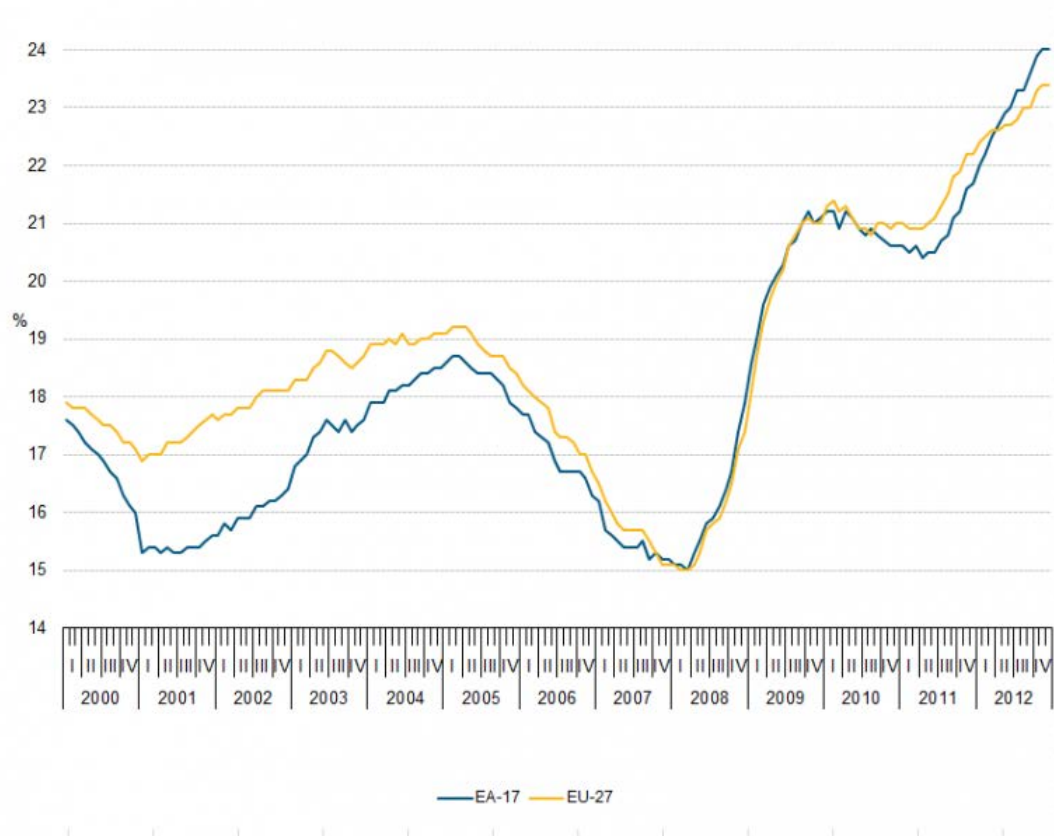
... however, extreme **diversity of PES initial access and training concepts** in Europe as a challenge for the future.

Way forward 2013: Input for ELGPN Work Programme 2013-2014

P2P Dialogue Conference (17-18 April 2013) – Quality Management: Professionalism of employment counsellors

→ core elements for entry requirements, initial training, continuous professional development, diversity management, health management, leadership
ELGPN invited as discussant

3. Youth Employment Package: the challenge



Rising youth unemployment

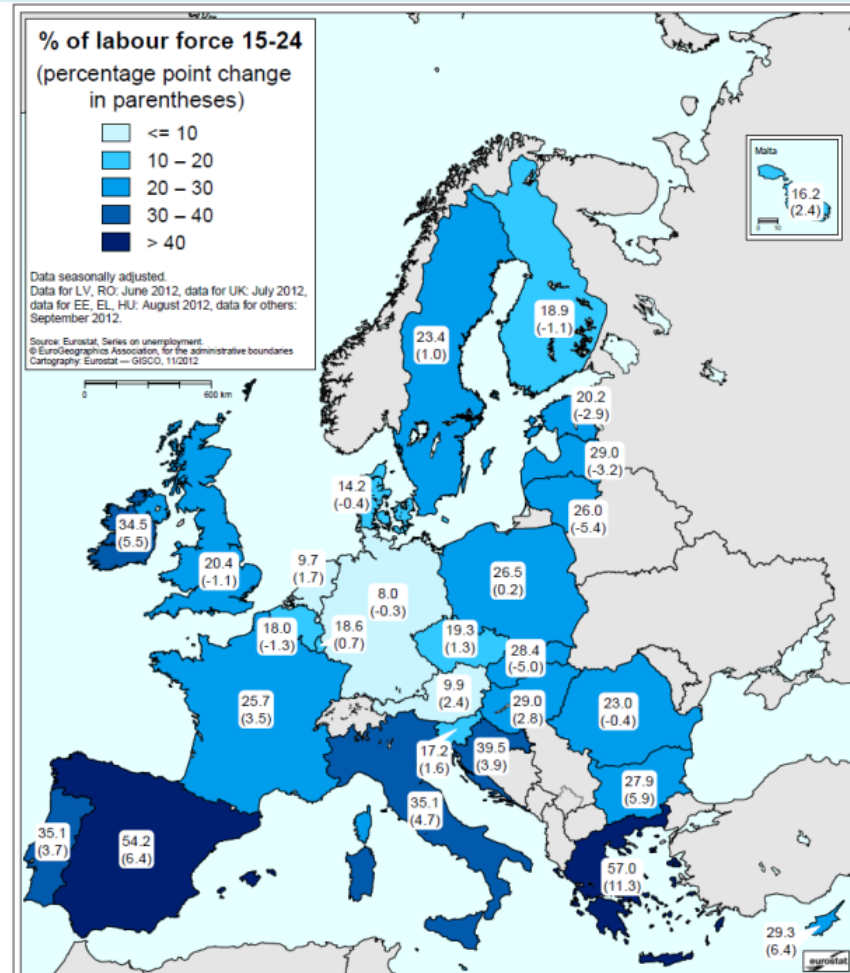
... risk of lasting scarring effects

3. Youth Employment Package – the challenge

Youth unemployment rates
by country
(year-on-year changes), 09/2012

- > 30 % in 6 countries
- > 20 % in 12 countries
- > 10 % in 3 countries

NEET youth:
> 15 % in 7 countries (2011)





3. Youth Employment Package – COM policy answer

- **On 5 December** 2012 the Commission adopted the **YEP** :
 - ✓ **Chapeau Communication** “*Moving Youth into Employment*” and SWD (implementation of the YOI – Dec 2011, overview of youth-specific CSRs and 28 country-fiches)
 - ✓ A proposal for a **Council recommendation on establishing a Youth Guarantee** and SWD – **Council end of February 2013**
 - ✓ A second stage **consultation of social partners** at EU-level on a **Quality framework for traineeships** – **COM proposal 2013**
 - ✓ The announcement of a "**European Alliance for Apprenticeships**" and of improved **mobility of young workers** **COM Concept July 2013**
ESF Helpdesk for Member States available from now

3. Youth Employment Package Youth Guarantee (1)

- A proposal for a Council Recommendation so that Member States ensure that all young people up to 25 receive a **good-quality offer** of employment, continued education, an apprenticeship or a traineeship within four months of becoming unemployed or leaving formal education.

Youth Guarantee schemes need to be implemented by Member States at relevant level of governance (national, regional, local), should consider the needs of different groups of young people and must be accompanied by supporting measures to make them a success:

- ✓ strong partnerships between all stakeholders
- ✓ early intervention and activation
- ✓ supportive measures enabling labour market integration
- ✓ full use of EU Structural Funds
- ✓ assessment and continuous improvement of the schemes
- ✓ swift implementation

3. Youth Employment Package Youth Guarantee (2) – ELGPN

Support from ELGPN as MS and expert network (cooperation in MS, paper: concepts, practices, new or proved developments / guidance):

New: YG starts when leaving school, going beyond activation targets

- **Building/up a partnership-based approach** including those with career guidance providers

Ensure that young people have full information before leaving school

- **Early intervention and activation** in employment services focusing on young vulnerable people facing multiple barriers , consider establishing "focal points" (one-stop shops for youth)

Effective outreach strategies / guidance and individual action planning

- individual support schemes / mutual obligation

3. Youth Employment Package Financing the Youth Guarantee (1)

- Youth Guarantees represent a positive investment:

Cost of Youth Guarantees (ILO 2012)	Economic costs of NEETs (Eurofound 2012)
<i>Eurozone, 15-24 years</i>	<i>26 Member States (all except Malta), 15-29 years</i>
About 0.22% of GDP EUR 21 billion	1.21% of GDP EUR 153 billion



3. Youth Employment Package Financing the Youth Guarantee (2)

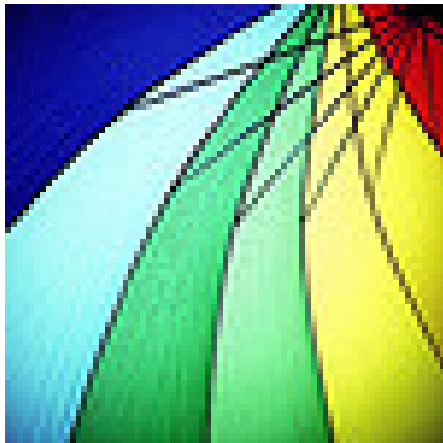
European budget 2014-2020

- *Cohesion Policy funding* can provide support: ESF -> NEETS
- *Youth Employment Initiative* - ranking high on policy agenda
 - **European Council on 7-8 February** - To support measures set out in the YEP, and in particular the Youth Guarantee
 - **EUR 6 billion for the period 2014-2020** - open to all NUTS2 regions with levels of youth unemployment above 25% (2012)

EUR 3 billion from the ESF and a further EUR 3 billion from a new 'youth employment' budget line.

ELGPN Work Programme 2013-2014

*Is encouraged to further develop a comprehensive approach to Lifelong Guidance Policy Systems focusing on quality career guidance services in schools, VET, higher education, adult learning, while **deepening the fields of employment and social inclusion***



*... including a **partnership approach** across fields, above all of stakeholders and guidance providers in education and employment.*

*... producing **knowledge about “what works” (evidence base)** to give concrete impulses for further developments and investments with a focus on face-to-face .*



More information

Youth Employment

<http://ec.europa.eu/social/youthemployment>

Youth Opportunities Initiative

<http://ec.europa.eu/social/yoi>

Your First Eures Job

<http://ec.europa.eu/social/yourfirsteuresjob>

Erasmus

http://ec.europa.eu/education/erasmus/doc1063_en.htm

Leonardo da Vinci

http://ec.europa.eu/education/leonardo-da-vinci/doc1021_en.htm

Erasmus for Entrepreneurs

<http://www.erasmus-entrepreneurs.eu/>

Youth on the move

<http://ec.europa.eu/youthonthemove>

4. Evidence based policymaking – WEESP

Web-based platform of evaluated employment services practices

- *Web-tool being built up, including individual and group counselling activities*

Web-tool for Evaluated Employment Services Practices



Advanced Search

WEESP - The Webtool for Evaluated Employment Services Practices, is part of the [PARES initiative](#) aimed at promoting partnerships and cooperation between employment services in Europe. WEESP is an online repository gathering evidence of evaluated practices and interventions across the EU.

Get involved!

Should you wish to submit a practice for WEESP, you can send us your proposal [by email](#). Note that the practices have to include a scientific evaluation procedure and fulfil the following criteria: relevance, impact, effectiveness, efficiency and sustainability. The European Commission reserves the right to accept or reject any practice submitted.

Country

Type of practice