



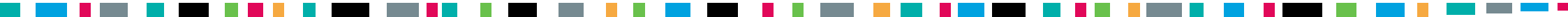
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Introduction to creating inclusive labour markets: supporting disadvantaged young people

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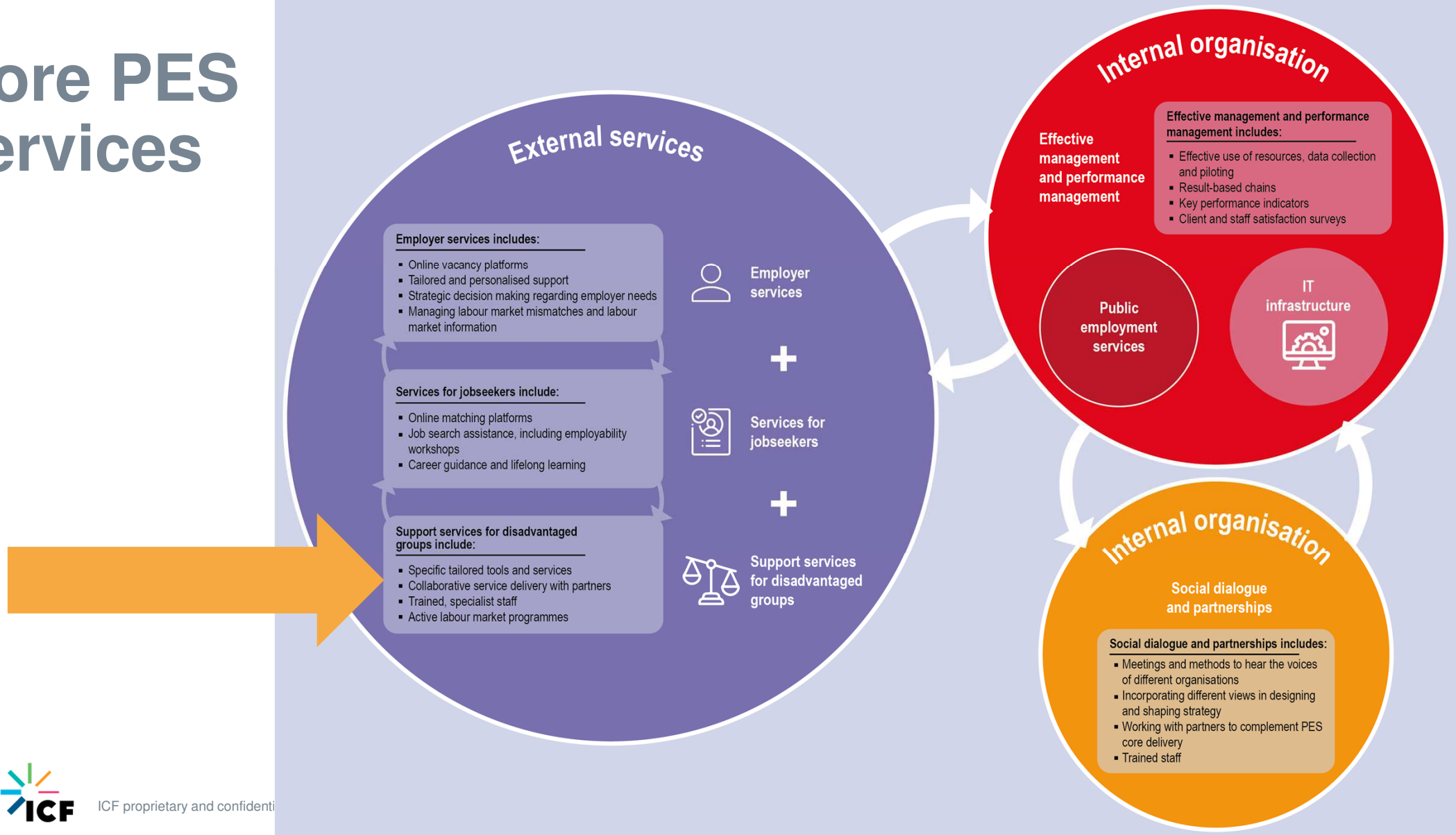
30 October 2020



Agenda

- **Core PES services – how do services for disadvantaged groups, including disadvantaged young people, fit with other services?**
- **Inclusive labour markets and employment promotion programmes for vulnerable groups (including disadvantaged young people)**
- **How PES are supporting young people into employment in the COVID-19 crisis**

Core PES services





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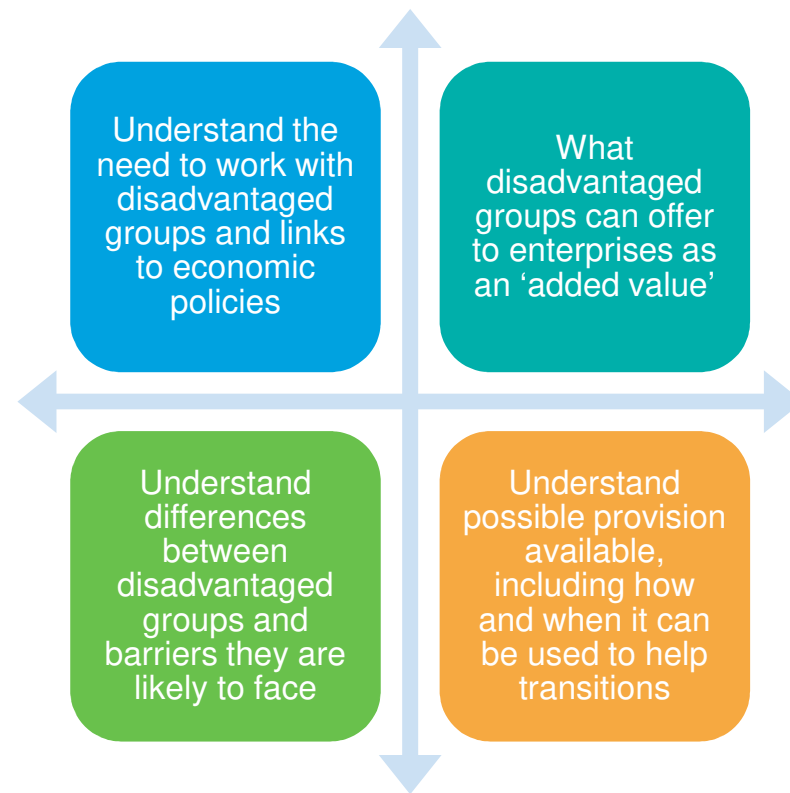


Inclusive labour
markets and
employment
promotion
programmes for
vulnerable groups

- **Vulnerable, or disadvantaged groups, are those who do not have equal footing in the labour market, when compared to the rest of the population**
- **Often need to overcome several barriers that affect ability to seek, find and maintain work**
- **Barriers can include non-employment related challenges**
- **Examples include:**
 - Low-skilled adults
 - Older unemployed
 - Long-term unemployed
 - Homeless people, including young people
 - Migrants
 - Refugees
 - Disabled / those with health conditions (including mental health)
 - Women returning from maternity leave
 - Young unemployed, particularly those with little work experience
 - Rural populations
 - Ethnic minorities



Training staff to effectively advise and assist vulnerable groups





Key considerations for delivering services to vulnerable groups



Understand the
needs



Practical barriers
faced by target
groups



Adapting online or
face to face delivery



Single contact person
for some groups



Active labour market programmes are important for vulnerable groups

What are active labour market programmes?

- Available to jobseekers who are unable to find employment easily
- Funded programmes that aim to improve employment prospects
- Goals include reducing duration of unemployment; improve employment outcomes for registered jobseekers and improve system efficiencies

Key elements include:

▪ Employment services and job search assistance

- PES take on a mediating role between jobseekers and enterprises that are looking for employees

▪ Subsidised employment

- Employment on public projects (e.g. Public Works programmes, building new infrastructure)
- Employment with private employers via wage subsidies

▪ Skills training

- On, or off, the job training with a view of providing job-related skills
- For most vulnerable groups, this can include non-work-related activities to boost their soft-skills

Working with partners to deliver services for vulnerable groups



Work with specialist providers and other partners to deliver services



PES can better allocate resources to other areas



Expand networks, promote services and overcome negative perceptions



Deliver high quality, effective ALMPs that aid transitions to the labour market



How are PES supporting young people into employment in the COVID-19 crisis?

- Targeted services for disadvantaged young people will become even more important

Some examples from Europe:

- **Italy:** PES have provided financial support to companies to hire young people not in education, employment or training for a fixed time to work as healthcare staff
- **Sweden:** Local governments have received extra grants for summer jobs for young people
- **UK:** Kickstart scheme launched in autumn 2020, providing employers funding to create new job placements for 16 to 24 year olds on unemployment benefits and who are at risk of long term unemployment. Scheme available until December 2021.

European Commission 'Bridge for Jobs' for young people aged 15 – 29:

- More inclusive approach
- Focus on disadvantaged groups;
- Connect with needs of companies
- Tailored counselling, guidance and mentoring