Working together for youth employment -
From education to the workplace: a global challenge

Joint seminar of EU Agencies
Cedefop, EU-OSHA, ETF, Eurofound
hosted by the European Parliament

30 June 2011
OPENING

• Pervenche Berès
  Chair - Employment and Social Affairs Committee

• Juan Menéndez-Valdés
  Director - Eurofound
  *on behalf of agencies’ directors*
THEMATIC SESSION

Chair: Pervenche Berès
Chair, Employment and Social Affairs Committee

Speakers:

• What does it take to become employable? Guiding young people into the labour market
  Pascaline Descy, Head of Research and Policy Analysis, Cedefop

• ‘No work in sight?’ The role of governments and social partners in fostering labour market inclusion of young people
  Donald Storrie, Head of Employment and Competitiveness unit, Eurofound

• “Safe start” – Occupational safety and health from school to work: Findings and recommendations
  Sarah Copsey, Project manager, EU-OSHA

• The global dimension of youth employment with special focus on Northern Africa
  Anastasia Fetsi, Head of Thematic Expertise Department, ETF
What does it take to become employable?

Guiding young people into the labour market

Pascaline Descy
Head of Research and Policy Analysis
Young and low skilled hit hardest by the crisis

Unemployment rate of young adults (25-34) by educational attainment, EU, 2005-10

Source: Cedefop calculation based on Eurostat, Labour Force Survey, extraction 24.05.2011
Vocational education and training offers better chances of employment

VET graduates are less likely to be unemployed than general education graduates
Vocational education and training is key to meeting future labour market needs

In 2020, around 80% of jobs will require medium or high levels of qualification
Documenting skills and competences supports transition to jobs - Europass

Important when work experience is limited!
Guidance and counselling supports transition to jobs

By matching individuals to education, training and jobs

By helping people develop career management skills and an entrepreneurial attitude
Thank you for your attention

www.cedefop.europa.eu
‘No work in sight?’
The role of governments and social partners in fostering labour market inclusion of young people

Donald Storrie
Head of Unit ‘Employment and Competitiveness’
Young people in Europe have been particularly hard hit by the recession with regards to their employment prospects.

The 2010 youth employment rate in Europe dropped to 34.1% -3.3% compared to 2007.

The 2010 European Working Conditions Survey shows:

- Less certain, simpler, physically more demanding jobs.
- Same intensity, less autonomy.
The youth unemployment rate in 2010 reached the **20.8%**

- Youth unemployment rates have doubled or in some cases tripled since the onset of the recession.
- Unemployment hit all young persons, regardless their educational level.

+5.3% compared to 2007

Source: 2010 European Labour Force Survey
Emergence of the so-called NEET generation over the last decade which has grabbed the attention of EU policy makers.

**Not in Employment, Education or Training**

- Unemployed
- Discouraged workers
- Inactive
- People with disabilities

12.9% of young people

7.5 million

Policy priority: Employment guidelines

Social Cost

Economic Cost
The cost of NEETs

Social Cost

Concerns over democratic engagement and participation in civil society

- Less interested in politics
- Less likely to vote
- Less likely to participate in civic society
- Lower level of interpersonal trusts

Economic Cost

Current cost in 2009

Resource cost

- Loss to economy
- Loss for individual and family

Public Finance Costs

- Tax Loss
- Benefits
- National Insurance
- Health & Criminality

> 100,000,000,000 Euros
Overall, Member States and social partners have a range of legislative instruments and measures to include young people with disabilities in the labour market. The types of measures and the implementation varies from country to country.

Main concern for most social partners are people in employment, however, several good practices exist aimed at young people with disabilities (employment, retention and re-integration).

Significant increase in the number of young people on incapacity benefits in a range of countries.
### Public authorities’ mechanisms

<table>
<thead>
<tr>
<th>Promotion of apprenticeships, training &amp; work exp programmes</th>
<th>DE, DK, RO, CZ, GR, IE</th>
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<tbody>
<tr>
<td>Incentives for employment and training – subsidies, tax reductions, etc.</td>
<td>GR, LT, NL, ES, SE, IE, CY, RO</td>
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<tr>
<td>Education system reforms</td>
<td>PT, HU, DE</td>
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<tr>
<td>Labour legislation</td>
<td>NL, ES, GR</td>
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Social Dialogue for the Youth

**Trade unions**
- Recognition of particular difficulties facing young workers
- Education system reforms
- Development of apprenticeships & traineeships

**Employers’ organisations**
- Quality of jobs offered to youth after completing education or an apprenticeship has to be assessed!
- Reduction of barriers for hiring young people: lower employment protection & lower wages!
• The crisis hit all young people: the well educated are also at risk of being unemployed

• The costs of the NEETs call for new policy action in support of those not included in education or employment. However, NEET sub-groups will require distinct forms of policy interventions.

• Governments responsible of initiatives for promoting employability of young people: the effectiveness of policy measures should be assessed.

• Coordinated actions between governments and social partners might be the key for successful initiatives.
Thank you for your attention!

www.eurofound.europa.eu

Donald Storrie
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“Safe start” – Occupational safety and health from education to the workplace: Findings and recommendations

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European Parliament – Brussels
30 June 2011
Key role to collect, share and exchange information:

- Risk Observatory report on young workers
- Good practice cases on young workers
  - Risk education in schools
  - Risk management in workplaces
- Europe-wide campaign ‘Safe Start’
- Publications on USB stick!
The problem - in brief

- Across Europe, 18-24-year-olds are at least 50% more likely to have non-fatal work accidents (Eurostat)

- A hairdressing apprentice reacted to the products she had to use; her hands came out in cuts and blisters so she could not even grip a knife and fork; she had to give up her new job

More information:
- EU-OSHA OSH in Figures – Young workers facts and figures
The solution – Safe Start
a twin-track approach

Essential to look at education + workplace

- Young workers enter workplace with basic knowledge, skills
- Young workers given suitable jobs as required by EU directives

This means:

- Mainstreaming risk education into school education
- Mainstreaming youth into OSH prevention actions

It also means:

- Young workers in accident prevention programmes
Workplace training for young workers – success factors

- Training – integral part of safety management
- Health & safety - integral part of doing job right
  - Young worker empowerment
- Link to working life
- Peers

Workplace training
Good practice example

- Apprentices teach apprentices
- 2\textsuperscript{nd}-years identify topics from own experiences
- Presentation to 1\textsuperscript{st}-years
- Results fed into risk assessments
- After 1 year accidents down by 40\%, serious accidents by 88\%
- Low cost, simple

RWE Westfalen-Weser-Ems AG, Germany
Workplace placement – vocational training
Good practice example

- Dutch agricultural students
- Training on musculoskeletal disorders
- During work placements – find solution to real problem
- Simple! Lay garden path first – easier to push wheelbarrows
- Adopted by employer

http://osha.europa.eu
Employer – recruitment agency
Good practice example

- **Partnership** – Manpower work agency + Arcelor + Mutual insurer AXA

- **Young workers at AXA develop tool** for training at Manpower

- **Workplace**
  - Illustrated ‘job description’
  - Mentors
  - Equal treatment of all staff
  - **Communication** with work agencies

- **Safety Charter**

Temporary workers - Manpower/Axo/Arcelo - Belgium
Risk education – from nursery to university

- Risk education embedded across the curriculum
  - Learning objectives in core subjects
- Tailor to curriculum, policy, teaching methods
- Active learning, pupil involvement, link to real life
- Cooperation and partnership
- Risk education at university
- Whole-school approach
Whole-education establishment approach to health and safety

The school is one of the most dangerous work environments.

...and what environments is affected?

Let us find out.....

Safe and creative environment - is it possible to combine those two?

"Work environment detectives"

Källby Gård - Safe school

EU-OSHA Good Practice Awards
Education policies and practices

Young worker policies and regulations

OSH mainstreaming into education

Job/Workplace

Young worker

Industry type, work hazards, workload, job tenure, etc.

Personal background and experience, OSH knowledge, values, attitudes, behaviour, physical, cognitive & emotional characteristics, etc.

training, information, supervision

Health outcomes
Thank you for your attention!

EU-OSHA resources: Young workers

EU-OSHA resources on mainstreaming OSH into education

See Pen drive!

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The global dimension of youth employment with special focus on Northern Africa

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Anastasia Fetsi
Head of Thematic Expertise Department
ETF’s mission and vision

- **Mission**
  To help transition and developing countries to harness the potential of their human capital through the reform of education, training and labour market systems in the context of the EU’s external relations policy.

- **Vision**
  To make vocational education and training in the partner countries a driver for lifelong learning and sustainable development, with a special focus on competitiveness and social cohesion.
European Neighbourhood and Partnership Instrument countries

ENP South:
Algeria, Egypt, Jordan, Lebanon, Morocco, occupied Palestinian Territory, Syria, Tunisia and Israel

ENP East:
Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova, Ukraine and Russia

Potential candidate countries:
Albania, Bosnia and Herzegovina, Kosovo (UNSCR 1244/1999), Serbia

Candidate countries:
Croatia, former Yugoslav Republic of Macedonia, Iceland, Montenegro, Turkey

Other countries from Central Asia:
Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan
North Africa: Algeria, Egypt, Morocco, Tunisia

Countries’ characteristics

- **Demographic pressure**: young populations
- **Coexistence of a modern and traditional economic sector** (including agriculture)
- **Large share of informal sector and small and medium sized enterprises**
- **Territorial disparities**
- **Centralised governance systems**
Youth employment characteristics

The “educated unemployed”:

- university graduates have limited opportunities to find jobs corresponding to their expectations and qualifications
  - This is due partially to the lack of jobs and partially to skill miss-match

The informal employment of low and middle qualified

The vulnerability of illiterate youth – many of them women

Migration
Unemployment rates

Unemployment rates in North Africa

Sources: Meda-Ete database (AL,TN)
Capmas et Observatory for Education Training and Employment (EGY); HCAP (MOR)

Youth unemployment - Total
Youth unemployment - Female
Total Unemployment
Preparation for the labour market: Education and Training

- Improved access to education - primary education (MDG’s) and path towards higher education
- Still large numbers of young people remain deprived from E&T
- Quality is lagging behind
- Insufficient preparation for the labour market – normally education transfers academic knowledge
- VET unattractive and of narrow scope – far from its European economic and social role
- Active Labour market Measures: exist but their coverage is low - the focus on educated unemployed
The road ahead

Concerted effort to
(i) improve the relevance of skills of young people and enhance their employability,

(ii) support job creation (SMEs; regional development; sectors) and

(iii) improve the functioning of their labour markets by addressing segmentation.
Improving E & T and its relation to employment

• Access, quality and relevance (of education at all levels) for employability

• Increasing attractiveness of VET as valid educational pathway towards employment  (*more pressure on post-compulsory levels of education in the future*)

• The content of education : knowledge and key competences (entrepreneurship, citizenship, communication)
Improving E & T and its relation to employment

• Bringing the world of education closer to the world of work with enterprise business cooperation – social partnership - (the sectoral approach)

• Open the education and training institutions to stakeholders - Ensure inclusive governance – (all have interests - all have obligations – all have benefits)

• Strengthening evidence-based policy making through monitoring developments in the demand and supply of skills, identifying skill gaps , ensure a better matching
Facilitating school-to-work transition
• ALMMs as a means for skills adaptation, activation and work experience
• Career guidance and counseling
• Strengthening the role of public employment services

EU/EU MSs /PCs enhanced co-operation
Thank you for your attention!

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KEYNOTE SPEECH

“Educating young people for tomorrow's jobs”

Jan Truszczyński
Director General
Directorate-General for Education and Culture
European Commission
PANEL DISCUSSION

‘Securing Youth Employment in Europe and Abroad - The Way Ahead’
Moderator: Emilie Turunen – MEP

Panellists:

- Ria Oomen-Ruijten, MEP
- Marian Harkin, MEP
- Raymond Maes, Acting Head of Unit, -Youth Employment, Entrepreneurship, Micro-Finances – DG for Employment, Social Affairs and Inclusion
- Pierre Mairesse, Director for Lifelong learning, horizontal policy issues and EU 2020 strategy, DG for Education and Culture
- Steven D’Haeseleer, Social Affairs Director, BusinessEurope
- Juliane Bir, Youth Officer and ETUC advisor on Social Dialogue, ETUC
- Luca Scarpiello, Vice-President, European Youth Forum
- Christian Lettmayr, Acting director, Cedefop
- Juan Menéndez-Valdés, Director, Eurofound
- Madlen Serban, Director, ETF
- Jukka Takala, Director, EU-OSHA
SPECIAL ADDRESSES

• Saïd Aïdi
  Minister of Vocational Training and Employment, Tunisia

• Ahmed Hassan El Borai
  Minister of Manpower and Migration, Egypt
CLOSING ADDRESS

László Andor
Commissioner for Employment, Social Affairs and Inclusion
CONCLUSION & CLOSING

Pervenche Berès
Chair of the Employment and Social Affairs Committee