



Youth Guarantee

European overview

Mutual Learning Programme

Helsinki, 18 September 2014

Anne-Mari Hall

Presentation outline

- **Background**
- **Progress of MSs in implementing the Youth Guarantee**
- **Similarities and differences**
- **Indications of strengths and weaknesses**
- **Key messages**

Background: why are we here?

- **Growing rate of youth unemployment:**
 - Increased by nearly 8p.p. since the onset of the crisis
 - Over 5 million unemployed young jobseekers in the EU28
 - Affects a broad group of young people
 - Individual and societal consequences could be felt for decades
- **European policy-makers have called for urgent action to address youth unemployment**
 - MS committed to implementing the youth guarantee in spring 2013
 - The Commission has introduced a broad range of measures to support MS in this process

The progress of Member States in implementing the YG

- All have submitted Youth Guarantee Implementation Plans
- A small number of MS have **significant experience** in running and implementing the Youth Guarantee
- A few others have **similar guarantees or approaches** in place, even if they have **not been 'labelled'** as Youth Guarantees
- Some countries are **running and testing small scale Youth Guarantee pilots** in order to test the model before upscaling it
- Several MS are **introducing new youth employment measures or improving PES services** as foundations for their Youth Guarantee schemes
- Some are at earlier **planning, design and/or partnership building stages**

Similarities and differences in Youth Guarantees

Similarities

- **The initial Youth Guarantee engagement process** (initial interview, IAPs, guidance)
- **Types of activation measures used**
- **Many specify the target for early activation**
- **Central role of PES;**
 - Improvement or reorganisation of PES services for youth
 - PES staff recruited, assigned and/or trained to work with young client base (15 countries)
- **'Access to all' ethos**

Differences

- **Importance of different activation measures** (e.g. role of apprenticeships, 'work-first' vs 'train-first')
- **Use of sanctions**
- **Composition and reach of partnerships**
- **Political and financial commitment**

Early indications of strengths and weaknesses

Strengths

- More youth-friendly PES services
- Partnership benefits
- Use 'client profiling' as a way of identifying the level and type of support each new client requires
- Growing emphasis on outreach

Weaknesses / challenges

- (Lack of) sense of urgency
- How to provide good quality offers during times / in areas of high unemployment?
- Shortage of front line staff
- Lack of follow up (esp with vulnerable youth)
- Difficulties in integrating 'high threshold' services in the Youth Guarantee
- Limited role of youth organisations

Key messages (1)

- **The objective of the Youth Guarantee is ‘simple’...**
 - To ensure no young person is left unemployed or inactive for more than four months
- **... but the practice of implementing it is far from simple!**
 - Important to collect and share information on good implementation practices
 - Awareness helps
- **There is no one right model:**
 - Each Youth Guarantee is unique (as they should be!)
 - The right approach is to tailor the concept to the national (regional/local) context
 - Youth Guarantee is not a single ‘measure’ but is a way of packaging and customising employment support for young people

Key message (2)

- **Good quality ‘offers’ for young people...**
 - ...support sustainable solutions (not only short term cures)
 - ...are tailored to the skills base and aspirations of young people (bearing in the local labour market in mind)
 - ...The intensity of support young people require varies significantly
- **Identify KPIs from the start and monitor progress**
- **An effective Youth Guarantee partnership is one that involves all the authorities, agencies and organisations involved in the lives of young people**
 - Benefits of capitalising on the expertise and resources of all partners
- **Not all Youth Guarantee interventions are costly**
 - Also important to consider the cost of non-action

Thank you for listening!

anne-mari.hall@icfi.com

