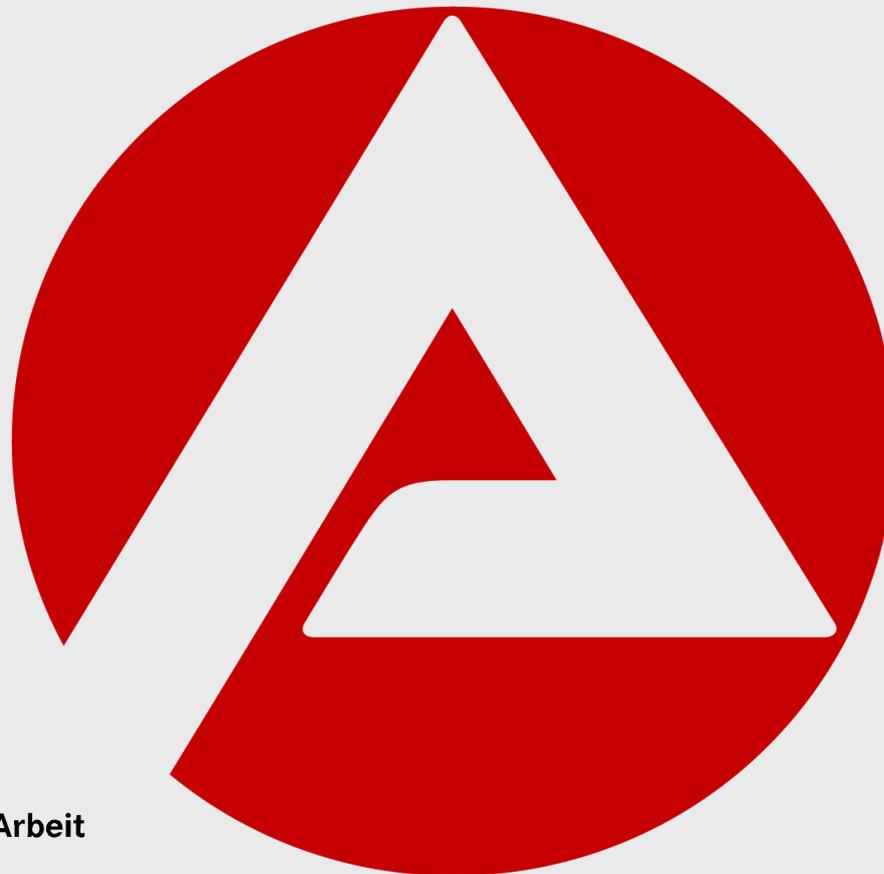


Cooperation between the Public Employment Service and other actors:

## **A route to employment for the furthest from the labour market?**



# Vast Network for service delivery



unemployment insurance

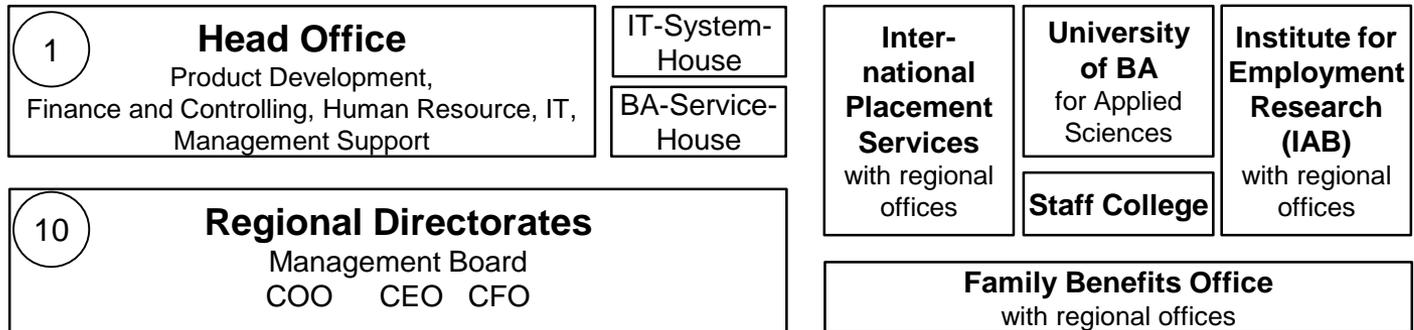


means tested benefits (minimum income)

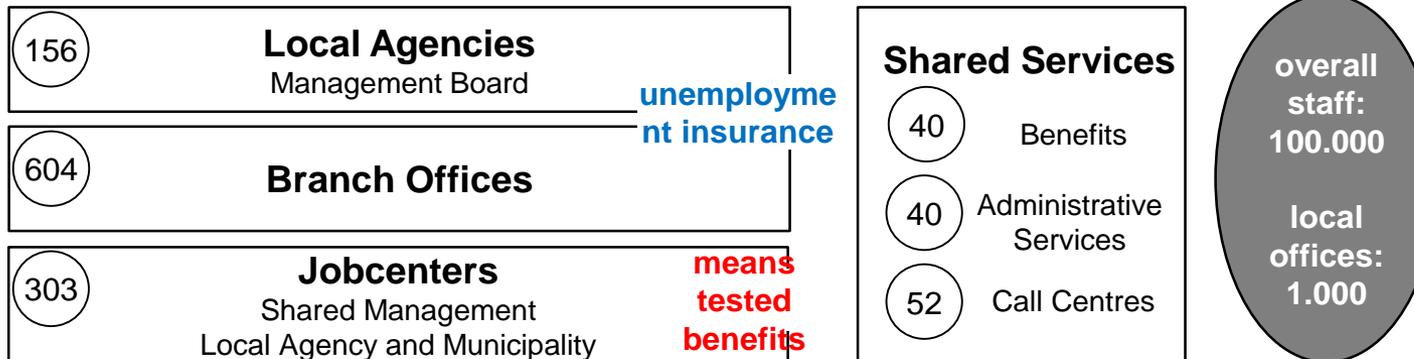
National level  
Federal Republic



Regional level  
16 Federal States



Local level approx.  
400 administrative districts



# Situation and challenges for long-term unemployed and young people

- Nearly one out of five long-term unemployed have no educational qualification.
- More than a quarter are 55 years and older.
- More than half of the long-term unemployed have not completed vocational education and training.
- 60% of young people between 20 and 25, who are unemployed for at least four months, have not completed vocational education and training – even 85% of young people between 15 and 20.
- Young migrants are more likely to have no school leaving qualifications than non-migrant people of the same age.
- There are regional differences in youth unemployment: almost twice as high in the east as is in the west.

# Principles for labour market integration: Individualised instead of target groups

- **A successful integration depends on:**
  - Tailored profiling and integration strategy setting
  - Early intervention: Tackling unemployment before it begins
  - Minimize unemployment duration by increasing the reaction time
  - Mutual obligations approach
  - Steps towards integration: stabilisation-employability-activation-placement and after placement services
- **Complementary to the latter basic principles**, special support measures for the furthest from the labour market are:
  - Special financial support
  - Special active labour market policy measures
  - Financial support for employers for hiring unemployed

# Principles of cooperation with partners: systematic approaches to improve outcome

- Most important **Partners of the BA**
  - Municipalities
  - Social Partners
  - NGOs (esp. welfare/social institutions)
  - Schools and Universities
  - Training Providers
- **Cooperation agreements** are carried out at every level
- Necessary additions to the legal framework
- Allow to accelerate processes and to simplify communication and procedures
- The intention is to **optimize the outcome through** mutual cooperation

# Case study 1, a structural approach: Youth Employment Agencies – Nobody gets lost

- Youth employment agencies are voluntary cooperations of local partners
- Youth employment agencies usually consist of employees of employment agencies and municipalities like youth welfare service, school administration services
- The goal is to improve the outcome and accelerate processes by:
  - Simplifying and accelerating communication and processes
  - Coordination of joint ALMP measures
  - One-stop-shop government approach
  - Coordination of the networking with NGOs
  - Facilitate possible data exchange

# Case study 1, outcomes: Youth Employment Agency in Hamburg

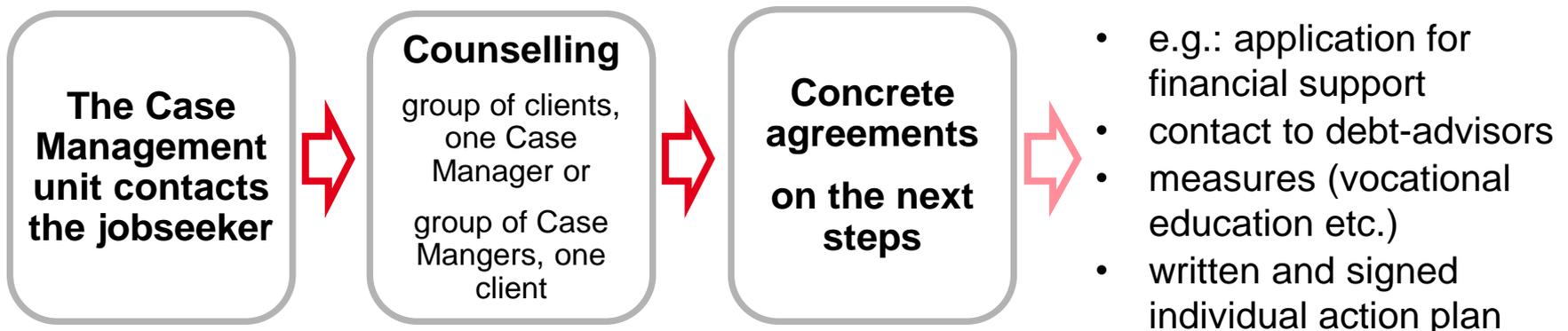
## First experiences and successes

- Locality by short distances for young people in all districts in Hamburg
- Clear interfaces between the participating institutions
- Holistic treatment of young people in case conferences
- Mutual exchange opens up new perspectives for young people
- Fast and qualified assistance in special situations: debts, drug abuse, apartment, childcare...
- Great commitment of employees in day-to-day-business
- Positive external response, also from young people

2010: 30% of school leavers with unknown subsequent activity →  
motivation for the institutions to intensify cooperation in Hamburg  
Two years later, in 2012 → **only 1% of unknown school leavers**

## Case study 2, a processual approach: Case Management

- Case Management aims to integrate jobseekers with multiple problems.
- For those, the local Labour Market provides no integration possibilities.
- Case Managers are specially trained, certified employees.
- The number of jobseekers per Case Manager is limited (ratio: 1:65).
- Additionally, the possible duration per counselling is 1,5 hours or more.
- A large number of tools is provided to analyse skills and qualifications, e.g:
  - Psychological/ medical testing
  - Professional mentoring, one-face to the customer



## Case study 2, outcomes: Case Management, a more intensive support

### Experiences and successes:

- Fast and individual solutions for costumers by intensive support and needs-based inclusion of employers and network partners
- Continuing support for customers after entry into employment leads to more sustainable employment
- Positive feedback on follow up support by customers and employers

Evaluated projects on more intensive costumer support show increased chances of integration, e.g.:

- increased chances of integration in unsubsidised jobs (**+18%**) - 150 to 180 long-term unemployed per counsellor
- increased chances of integration (**+25%**) with a positive effect on sustainability of employment - 110 costumers per counsellor

# Cooperation between the Public Employment Service and other actors:

***A route to employment for the furthest from the labour market***