



# Youth employment policies at EU level

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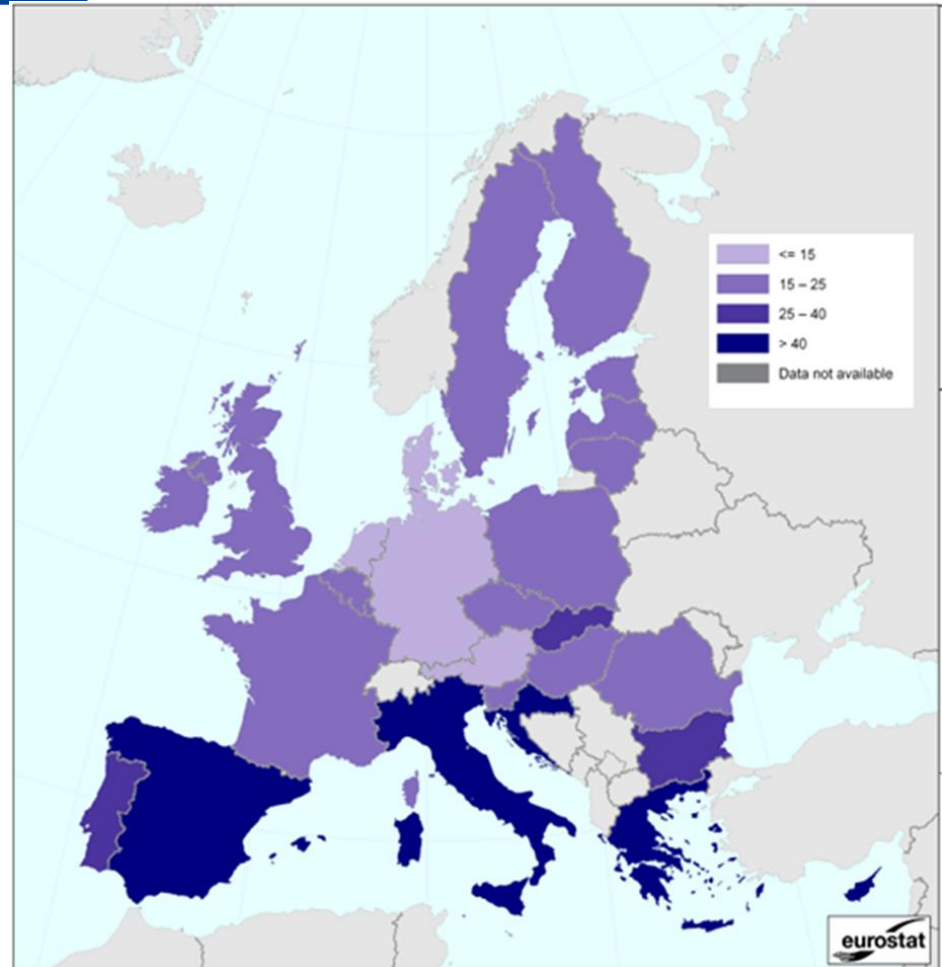


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## *Youth unemployment rates*

Greece, Spain, Croatia,  
Serbia: around /more than  
50%

Austria, Germany,  
Netherlands: around /less  
than 10%



**Youth unemployment rates - April 2014** (% of labour force 15-24)

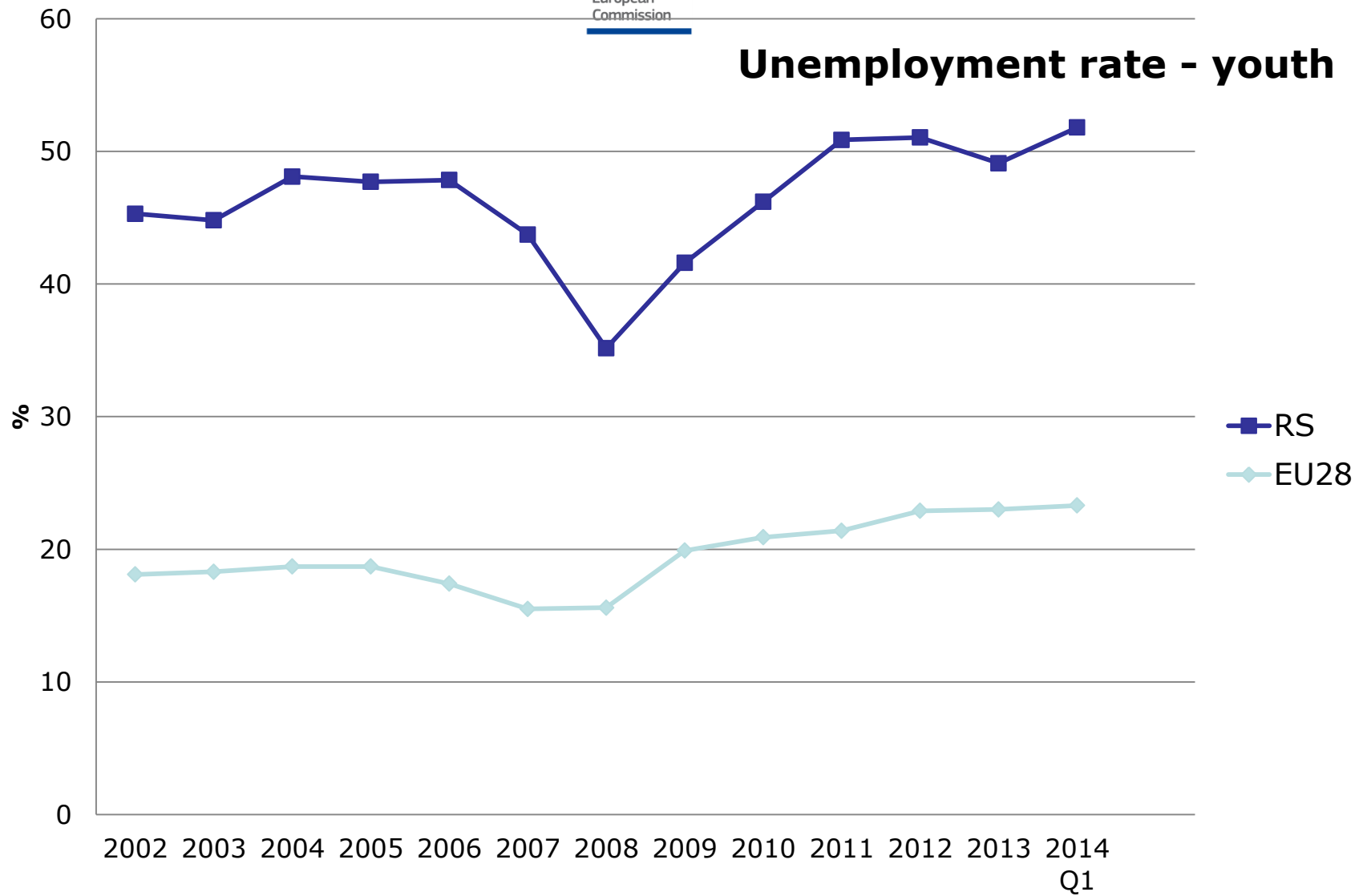
Eurostat, series on unemployment. Data seasonally-adjusted.

Administrative: © EuroGeographics © UN-FAO © Turkstat

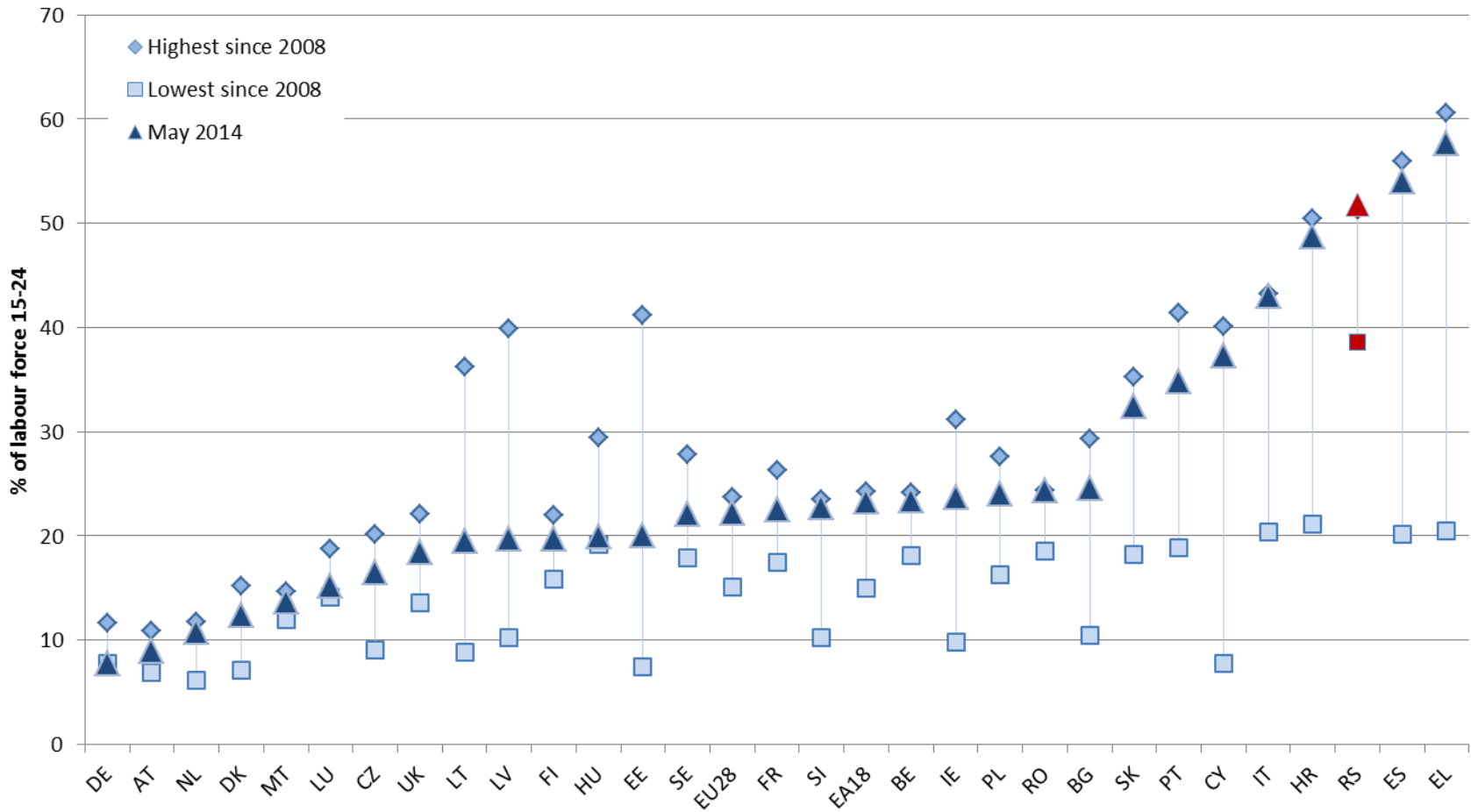


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## Unemployment rate - youth



## Youth unemployment rates in the EU Member States in April 2014 and the highest and lowest rates since 2008



## Key problems and possible remedies

- Young people dropping out of education or work; low skilled youth most at risk of unemployment and exclusion in the longer term
- Difficult school-to-work transitions:
  - **Youth Guarantee schemes**
  - **Increase the supply of high-quality traineeships and apprenticeships**
- Growing skills and geographical mismatches ↔ 2 million vacancies across EU
  - **Labour mobility**
- Transitions more difficult in countries with segmented labour markets
  - **Reforms in labour market regulation**



## Youth Employment Package

- ✓ Council recommendation on establishing a **Youth Guarantee** (April 2013)
- ✓ Launch of and Council Declaration on a European Alliance for **Apprenticeships** (July/Oct 2013)
- ✓ Council Recommendation: Quality Framework for **Traineeships** (March 2014)
- ✓ **Mobility** of young workers

## A Youth Guarantee

- Council Recommendation of 22 April 2013: 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.



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# Young people under 25

In formal or continued education or in employment

Unemployed or who have left formal education

Unemployed

Inactive

## Registration with Youth Guarantee provider

For example employment, social, educational services

## Youth Guarantee preparatory service

For example: individual case management, personalised guidance, training and mentoring  
From day one of registration

## Receive Youth Guarantee Offer

Within four months of becoming unemployed or leaving education

Drop outs

Non take-ups

Non-Subsidised Offer

Subsidised Offer

YEI, ESF, national funding

Employment  
Continued education  
Apprenticeship  
Traineeship

Employment  
Continued education  
Apprenticeship  
Traineeship

Employment  
Further education

Unemployed  
Inactive

Employment  
Further education

Unemployed  
Inactive



## The Youth Guarantee is:

- ... an outcome-based approach
- ... a long-term structural reform, including VET / apprenticeships reform
- ... about coordinated partnerships (ministries, social partners, youth organisations etc)
- ...investment with substantial political backing within MS governments
- ...integrated pathways and prevention, over and above functioning as cure

## Next step: implementation

- Youth Guarantee Implementation Plans (28 received; in the process of being thoroughly assessed)
- 8 April conference: "Youth Guarantee – making it happen"
- COM assistance: [EMPL-Youth-Guarantee@ec.europa.eu](mailto:EMPL-Youth-Guarantee@ec.europa.eu)
- Monitoring: multilateral surveillance/ European Semester  
Majority of MS received CSRs on youth in 2013 and 2014.

## **Main challenges/problems overall:**

- Sufficient supply and quality of offers, also non-subsidised
- "Silo thinking"
- Outreach to non-registered young people
- Long-term strategic planning
- Provisions for monitoring and evaluation

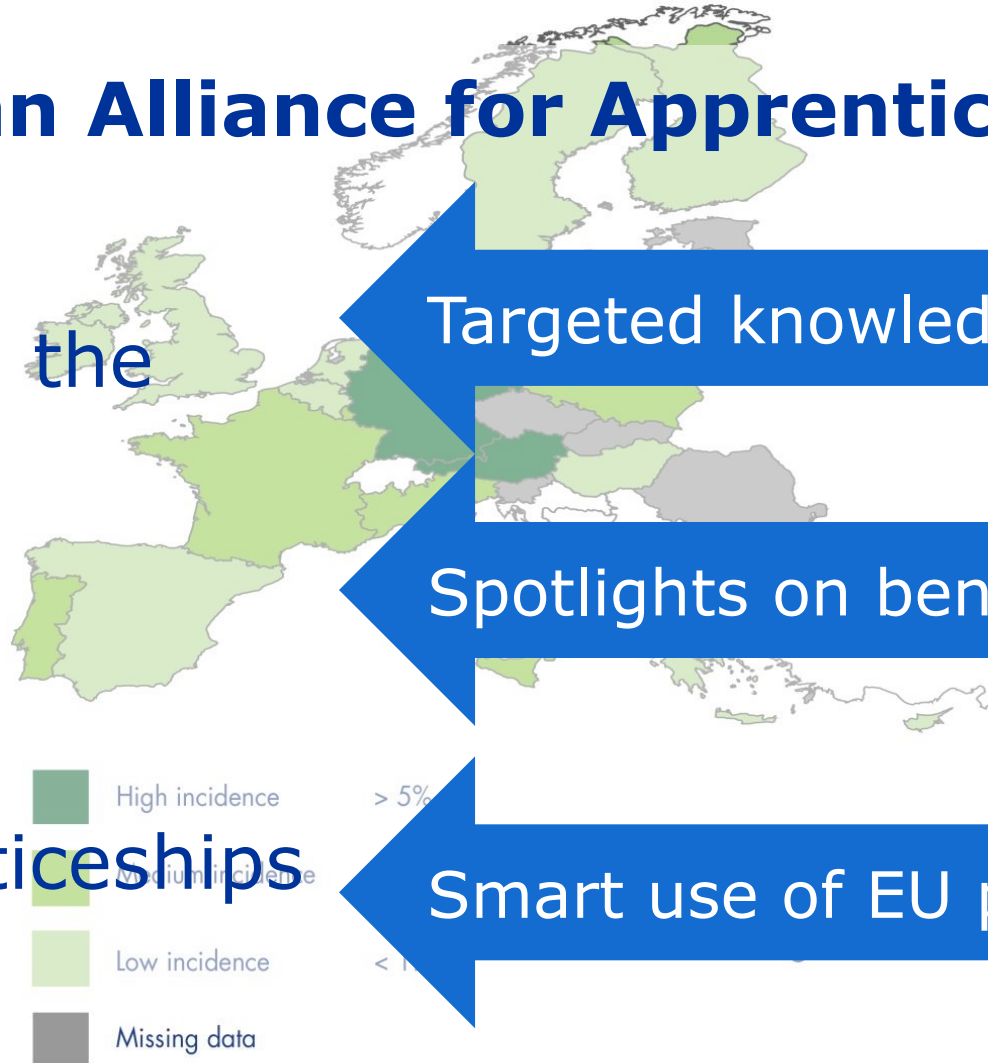
# WBL and youth unemployment

Share of students in VET programmes with a 25 % work-based learning share	Youth unemployment rate		
	Below 15 %	15-25 %	Above 25 %
More than 30 % participation	DK, DE, AT	CZ	
Between 6 and 30 % participation	NL	FI, LU, FR, UK	SK, HU
Less than 6 % participation		BE, SI, SE	EL, PL, IE, PT, ES, IT, EE

Level of youth unemployment (4<sup>th</sup> quarter 2011) in relation to the share of students participating in work based learning at ISCED 3 level programmes

# European Alliance for Apprenticeships

Improving the  
 • Supply  
 • Quality  
 • Image  
 of apprenticeships



NB: Data for CZ, EE, IT, MT, RO, SI and SK is missing; data for BG, CY, HU, IE and LV is only weakly reliable

# Quality Framework for Traineeships

Traineeships can efficiently increase employability + be stepping stones towards regular employment if they provide:

- Good **learning content** and
- Adequate **working conditions**

Procedure:

- Public consultation + social partner consultation between April 2012 and February 2013;
- Commission proposal for Council Recommendation in December 2013
- **Adoption by Council on 10 March 2014**

# Quality Framework for Traineeships

Compulsory **traineeship agreement** to cover:

- learning content, mentorship, evaluation
- working conditions: weekly working time, limited duration, sick leave, holidays
- more transparency already in traineeship advertisement regarding
  - Compensation
  - Social security coverage
  - Hiring practices



## More information

### Youth Employment

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

### Youth Guarantee

<http://ec.europa.eu/social/main.jsp?catId=1079&langId=en>

### European Alliance for Apprenticeships

<http://ec.europa.eu/apprenticeships-alliance>

### Quality Framework for Traineeships

[http://www.consilium.europa.eu/uedocs/cms\\_Data/docs/pressdata/en/lisa/141424.pdf](http://www.consilium.europa.eu/uedocs/cms_Data/docs/pressdata/en/lisa/141424.pdf)

### ESF Technical Assistance apprenticeship/traineeship schemes

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

### Your First Eures Job

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