

WAPES Toolkit: Activating a skilled workforce

Active labour market measures targeted at young people and women – summary of the German part

**“Increasing Employment Participation for Elderly and Disabled”
ASEAN-JAPAN-WAPES Joint Event 2016**



- The effects of demographic change are intensifying
- Not all social groups have profited as yet from the healthy state of the German labour market
- The potential labour force continued to decline even after updated forecasts, despite the growth in migrants and the continuing increasing labour force participation of women and older persons
- Forward projection of current trends leads to the expectation that there will be a reduction of the potential labour force of about 3.6 million workers by the year 2030
- The demand for skilled workers will remain high and increase significantly in specific industries and regions, and shortages will occur
- In consequence, the number of qualified workers available to the German labour market should be increased as well as the added value provided by workers already active



(1) Measures for young people

(2) Measures for woman



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Measures for young people

Overarching perspective

- Current labour market situation: In 2015 the unemployment rate in the age group 15-25 averaged 5.3 %
 - There are a number of preliminary measures to enable young persons to start an apprenticeship. In 2014 BA spent about 1.93 billion EURO from its own budget for those measures
 - Measures (e.g.): Assisted training, 'Prevention of Training Terminations'; Accompanied in-company vocational training
 - Vocational orientation and guidance are supported by a wide range of online and offline/print media:
<http://www.planet-beruf.de/>; <http://www.abi.de/index.htm>
- Main focus in this presentation: Youth Employment Agency



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Youth Employment Agency

Aims:

- To get in touch with pupils in general education schools at least two years before school leaving, so that a very close support during the transitional phase from school to work can be achieved
- Significant reduction of the numbers of NEETS

Different fields of activities:

- Transparency (tools for interdisciplinary information on needs, schemes and more)
 - Exchange of Information (e.g. identification of necessary information)
 - Harmonized processes and procedures (e.g. joint coordination of offers or integration processes)
 - One-Stop-Government (combining different institutions and information under one roof)
- Built on an cooperation-agreement between local employment agency (with the vocational guidance service of the employment agency), jobcenter, approved local authority sponsors and youth welfare service organisations

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Assessment Results

When creating special programmes for young persons, the following aspects can be taken into consideration

- NEETs (Not in education, employment, training) are supposed to be significantly reduced in numbers by an effective system of prevention and intervention with combined efforts of various institutions working together closely within Youth Employment Agencies or on the basis of local reciprocal agreements
- The system of prevention should start as early as possible
- The cooperation between all relevant stakeholders for the integration of young people into apprenticeship contributes effectively to increase the number of skilled workers for the labour market



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Outlook

- The Federal Employment Agency is currently revising its setting of offers in the field of vocational orientation and guidance. Basic aims are modernizing its media appearance (e.g. online-tools, online-chats, and online-guidance) and getting even closer to the customers (pupils, students, parents, employers). The potential and synergies of the cooperation should be strengthened and the program should be extended nationwide.

Lifelong vocational guidance

- Trial period starts spring 2017
- Aim (e.g.): Further reducing the numbers of vocational training and university dropouts



(1) Measures for young people

(2) Measures for woman



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Measures for women

Overarching perspective

- The employment rate of women in Germany has been increasing continuously over time. In 2014, seven out of ten women were in paid employment – with a total of 17.8 million. Germany is now above the OECD average in terms of women's paid labour force participation and in third place in the European Union
 - Half of the women work full-time, 3.3 million are employed in marginal employment
 - Measures (e.g.): Counselling and Placement, Measures for single parents, Part-time vocational training, Representatives for equal opportunity in the labour market in the local employment agencies
 - Every job seeker is supported with the Bundesagentur für Arbeit (BA) online job-bank (Jobbörse): www.arbeitsagentur.de
- Main focus in this presentation: Perspective of re-entry (Perspektive Wiedereinstieg´; launched by the Federal Ministry for Families, Senior Citizens, Women and Youths and the Federal Employment Agency in March 2008 and located in different regions



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Perspective Of Re-entry

Target group

- Women (and men) with a completed vocational training or an university degree who have left their profession for more than three years because of family-related interruption are supported to re-enter work life

Aim

- Support to enable all participants' family members to consciously shape their roles in the family transformation process
- Provision of information about available services for women that can reduce the time they spend on household chores and family duties and help them balance these activities with time spent on the job
- Identifying ways of moving out of minor employment into insurable employment
- Contacts with companies and business federations to campaign for re-entrants as a target group for employment recruitment
- Forming a network of institutions and associations, thus optimizing support for a successful career reunion
- Re-entry and responsibility for care

Online-Tools:

- Re-entry prospects, Advisory-portal, Re-entry calculator, XING group: 'Re-entry prospects: click for new paths'



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Assessment Results

When creating special programmes for women, the following aspects can be taken into consideration

- Individual and group coaching should be available throughout the programme as well as support of a peer-group of women in the same situation
- The combination of placements with employers and a regular training schedule for the course should give participants time to establish and adjust to new routines around travel, child care etc.
- The portfolio of tutorials should cover different modules
- Coverage of transportation and incremental childcare costs, and no-cost family coaching sessions can help to make the programme accessible to clients from lower income families
- Since networking and good contacts between providers and employers are important for the success of the process; a re-integration programme for women should last for several years



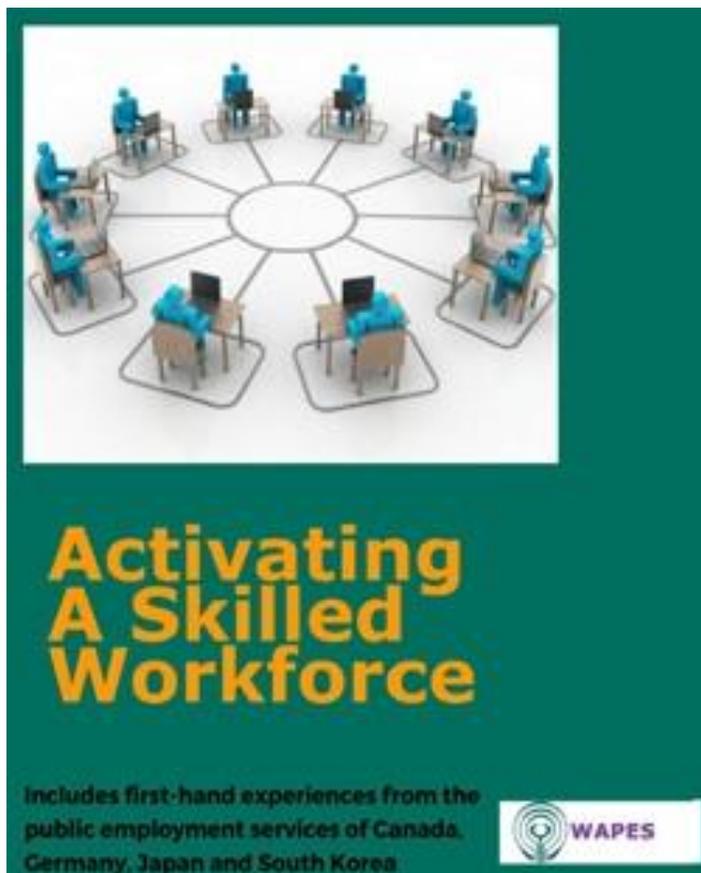
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Awards:

- United Nations: Public Service Award 2013
- Global Summit Women 2016

Based on the success of the programme, a standardised 'Perspective Of Re-entry' measure is now available nationwide





http://wapes.org/en/system/files/wapes_toolkit_2016.pdf