



Active Employment and Training Policies: Synthesis Report

**Based on Partners' National Reports:
CZ, SP, LV, PT and UK**

CEPCEP, UCP
ESAP International Conference
Loures – Portugal
11 February 2014

Employability

- **Employability** generally refers to a person's capability for gaining and maintaining employment.
- **'relativity of employability'**: Employability not only depends on whether one is able to fulfil the requirements of specific jobs, but also on how one stands relative to others within a hierarchy of job seekers (Brown and Hesketh, 2004).
- **'duality of employability'** (Brown and Hesketh, 2004): The concept incorporates the dual aspects of labour supply and demand.
 - It involves individuals' knowledge, skills and attitudes but also the labour market situation, rules and institutions.
- **Improve employability in the current economic context is a difficult task.**
 - Present labour market contextual factors, especially severe economic conditions and rapid structural change can and do have a significant impact on the likelihood of an individual getting or securing a job **regardless of their skills, credentials and social status.**

Recent LM dynamics

- Although facing a growing unemployment level, partners' countries show considerable differences in unemployment rates
 - being particularly high in Spain (25%) while in Czech Republic and UK unemployment rates are far from these values (7% and 8% respectively) (2012).
- Young people have been particularly hit by unemployment. In all countries, youth unemployment rates are generally twice the unemployment rates and have been worsening since 2007.
 - In 2012, half of the young people aged 15 to 24 years old were unemployed in Spain.
 - Portugal has the second highest youth unemployment rate in 2012: almost 38%.
 - Even Czech Republic and UK, which have the lowest unemployment rates, 1/5 of the young people had no job.

ALMP Expenditure and Participation

- In EU27 the public expenditure on **activation measures** (categories 2-7) represented $\frac{1}{4}$ of the total public expenditure in LMP, as a percentage of GDP.
 - Spain and Portugal have the largest proportions of GDP allocated to activation measures.
- **Training** has the highest proportion of GDP allocation at European level and in each country, being also the second most participative measure in EU27.
 - In Portugal, Spain and Latvia the number of participants in training measures augmented considerably from 2007 to 2010.
 - Portugal shows the highest proportion of participants in activation measures enrolled in training: 41% in 2010.

ALMP Expenditure and Participation

- In general **employment incentives** have the highest number of participants.
 - In Spain it represented almost 70% of the total number of participants in activation measures in 2010. In UK it amounted to 56% (2009) and in Portugal to 44% (2010).
- Participants in **direct job creation** increased in all countries between 2007 and 2010, especially in Latvia and Czech Republic, and participation in **start up incentives** also augmented.
 - Nevertheless these measures still represent a small percentage of participants in the overall activation measures.

ALMP in Partners' Countries

- A wide variety of measures included in three main categories: training; employment incentives and supported employment and rehabilitation; job creation and start-up incentives.
- A diverse set of beneficiaries is being targeted such as first job seekers, young unemployed and (long-term) unemployed.
- ALMP are mostly concerned with employability by responding to educational gaps, skills needs and transitions problems, especially from education or unemployment to employment.
- However transitions within the labour market to meet new job requirements seem to be less represented as well as job rotation and job sharing measures.

ALMP in Partners' Countries: Common developments

- Strengthening initial education and vocational training
- Promoting continuous skills improvement and retraining
- Combining measures e.g. linking employment incentives measures with work experience and vocational training
- Encouraging job creation by self-employment support and start-up incentives either in new and fast growing economic activities or in socially useful activities
- Enhancing entrepreneurship incentives – financial and technical support - and related training to develop entrepreneurial skills

Key Initiatives for Employability

Country	Key initiatives	Target groups
UK	The Work Programme	Long-term unemployed; employed at risk of unemployment
	Sector-based Work Academies	Unemployed people (anyone who is over 18 and claiming Jobseekers Allowance or Employment and Support Allowance)
Portugal	Apprenticeship Courses	Young people under the age of 25 years old and having already completed the 3rd cycle of basic education or equivalent.
	Impulso Jovem	Young people/ first job seekers
Spain	Employment Workshops	Unemployed +25 years old (in particular women and long-term unemployed)
	“Own time” Programme	Women +50 years old living in cities of less than 50.000 inhabitants
Czech Republic*	Requalification	Target group is wide, but most benefiting persons are those who didn't work for some time (mothers on maternity leave, long-term unemployed, young people without experience, people older than 50).
Latvia	Preventive measures for unemployment reduction	Employed persons particularly those at risk of unemployment

Note: *The Czech Republic Report included also the „Community Services” measure which was cancelled by the constitutional court in late November 2012.

- Selected key initiatives for employability were detailed and at least one by country (except the UK) was evaluated according to the Social ROI methodology.