

Workshop session at the conference on “Youth: Employment and Inclusion in Times of Crisis”

3 parallel workshops (13.45-16.15), Thursday 26 April 2012

Participants are kindly requested to prioritise between the 3 workshops when signing up for the conference.

Interpretation in workshops: 2/2 (EN, FR)

WORKSHOP 1: Access to the Labour Market

As highlighted in the “Youth Opportunities Initiative”, the decrease in permanent jobs during the crisis has affected young people disproportionately hard. Young people are at risk of being over-represented in temporary jobs without ever gaining a proper foothold in the labour market. This leads to a risk of segmented labour markets.

Workshop 1 will address the need for structural reforms in Member States along with efforts to help young people get access to the labour market and getting their first (permanent) job.

The solution to the problem lies not only in structural reforms – but also in enhancing labour market mobility for young people. Member States can improve the framework conditions for mobility, but young people themselves also need to be flexible, including being willing to learn new skills (foreign language, retraining, etc.), being mobile between job sectors as well as being mobile geographically. Young people often move to get an education, but they are less mobile once they start looking for jobs.

Examples of concrete measures in Member States will also be discussed.

The list of speakers in workshop 1 includes:

- Caroline Jenner, CEO, Young entrepreneurs – Junior Achievement Young Enterprise
- Santa Ozolina, European Youth Forum
- Danielle Kaisergruber, Director of DKRC
- Novia Salcedo Foundation, Spain

The workshop will be moderated by Professor Per Kongshøj Madsen, Aalborg University.

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WORKSHOP 2: Social Inclusion enabling Labour Market Transition

In this group there are the young people in Europe with other problems than just unemployment. This group encompasses vulnerable young people for whom the way to employment is not just a matter of education and skills, as they are experiencing great difficulties in entering the mainstream pathways.

This group of young people is not homogeneous but counts both young people with various physical as well as mental disabilities and young people with social disadvantages. Social disadvantages can manifest it self in many ways and e.g. be reflected by difficulties with concentration, ignorance of social norms, anger management issues, substance or alcohol abuse and so forth.

Therefore, a combined effort from society's social sectors is needed, with various initiatives depending on the type of problem(s). We must prevent high drop-out rates from education and work within this group by ensuring them the right conditions and means to be able to succeed in the educational system and on the labour market.

In an effort to prevent social exclusion and marginalisation systemized and evidence-based practices concerning early and focused action have given convincing results

Examples of concrete measures in Member States will also be discussed.

The list of speakers in workshop 2 includes:

- Henrik Lindegaard Andersen, Danish Institute of Governmental Research
- Daniel S. Bojsen, Rambøll Management
- Eurocities, presenter from Rotterdam
- Anna-Maria Darmanin, Vice-President, EESC
- Lauris Beets, Chairman of the Social Protection Committee
- Juliane Bir, Adviser, ETUC

The workshop will be moderated by John Halloran, Chief Executive, European Social Network.

WORKSHOP 3: Developing Skills and maintaining Readiness

Workshop 3 will address how to ensure that young people (who are ready for the labour market) are not excluded from the labour market and society as a whole because of the crisis-related unemployment.

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The workshop will be divided into 2 sessions:

Young people with training/education:

At the moment a big group of young persons with training/education are unemployed across Europe – these persons are at risk of becoming long-time unemployed. The workshop's first session will address how to handle this challenge. Member States can take initiatives to integrate these young people into the labour market, but Member States cannot do this alone. Social partners and private actors in particular must claim responsibility in helping these young persons into the labour market. Especially the mismatch between the skills needed and the skills that the young people have must be addressed, but we must also avoid that young persons having completed training or education lose skills due to shorter or longer periods of unemployment.

Young people without training/education:

Young persons with no training/education, but who are otherwise ready for the labour market, should first and foremost embark on training/education. This can be done through the regular school system (short, middle or long termed education), but dual education systems and vocational training systems are also excellent means of reaching this goal. Member States should ensure that young persons have access to either training/education or work a very short time after the young person becomes unemployed.

Examples of concrete measures in Member States will also be discussed.

The list of speakers in workshop 3 includes:

- Werner Schelling, Public Employment Service, Austria
- McKinsey & Company
- Anuk Kern, Novo Nordisk, Director of Talent Attraction,
- Rasmus Conradsen, The Danish Confederation of Professional Associations, Senior consultant

The workshop will be moderated by ILO (tbc)