



Ministerie van Sociale Zaken en
Werkgelegenheid

Policy on

Early School Leaving & Youth Unemployment

in relation to Career Guidance

Lodewijk Berkhout
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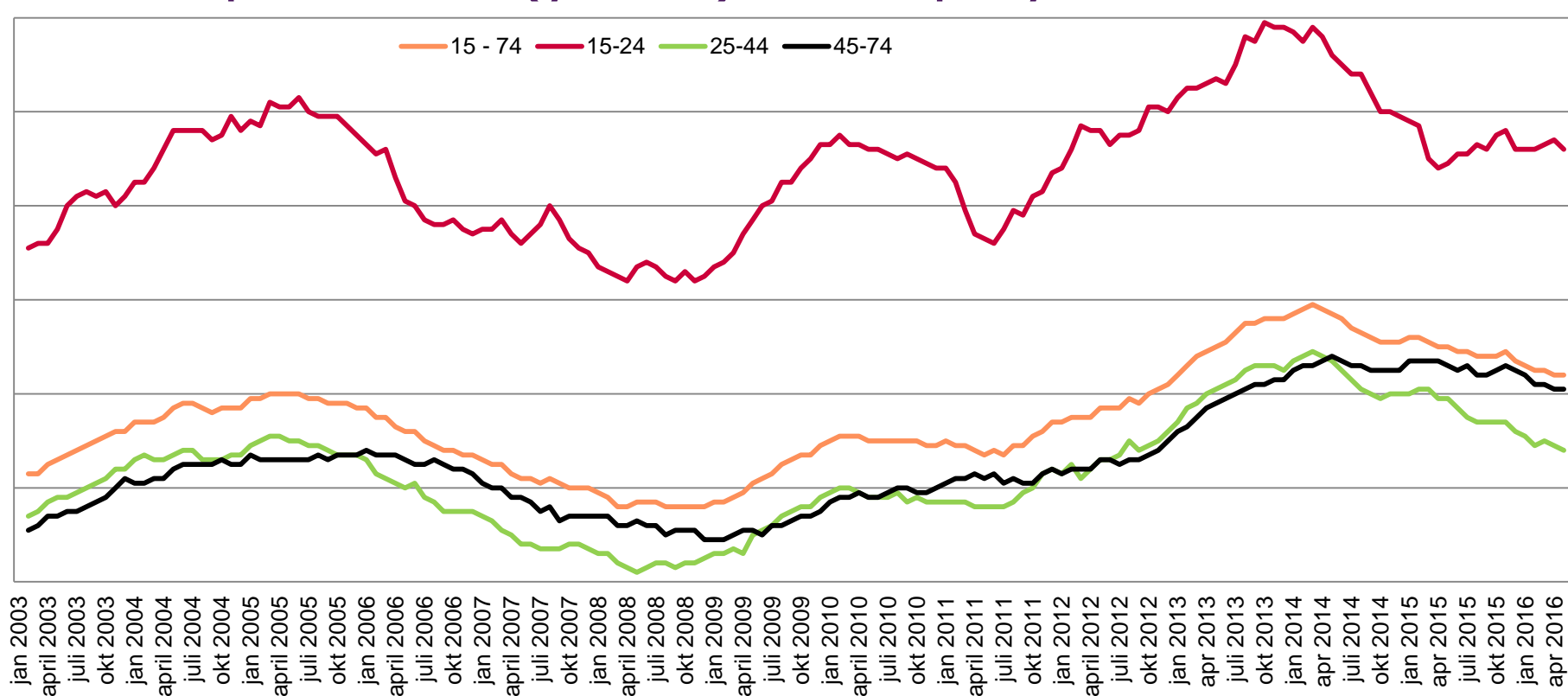
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Outline

- Macro economics
of The Netherlands



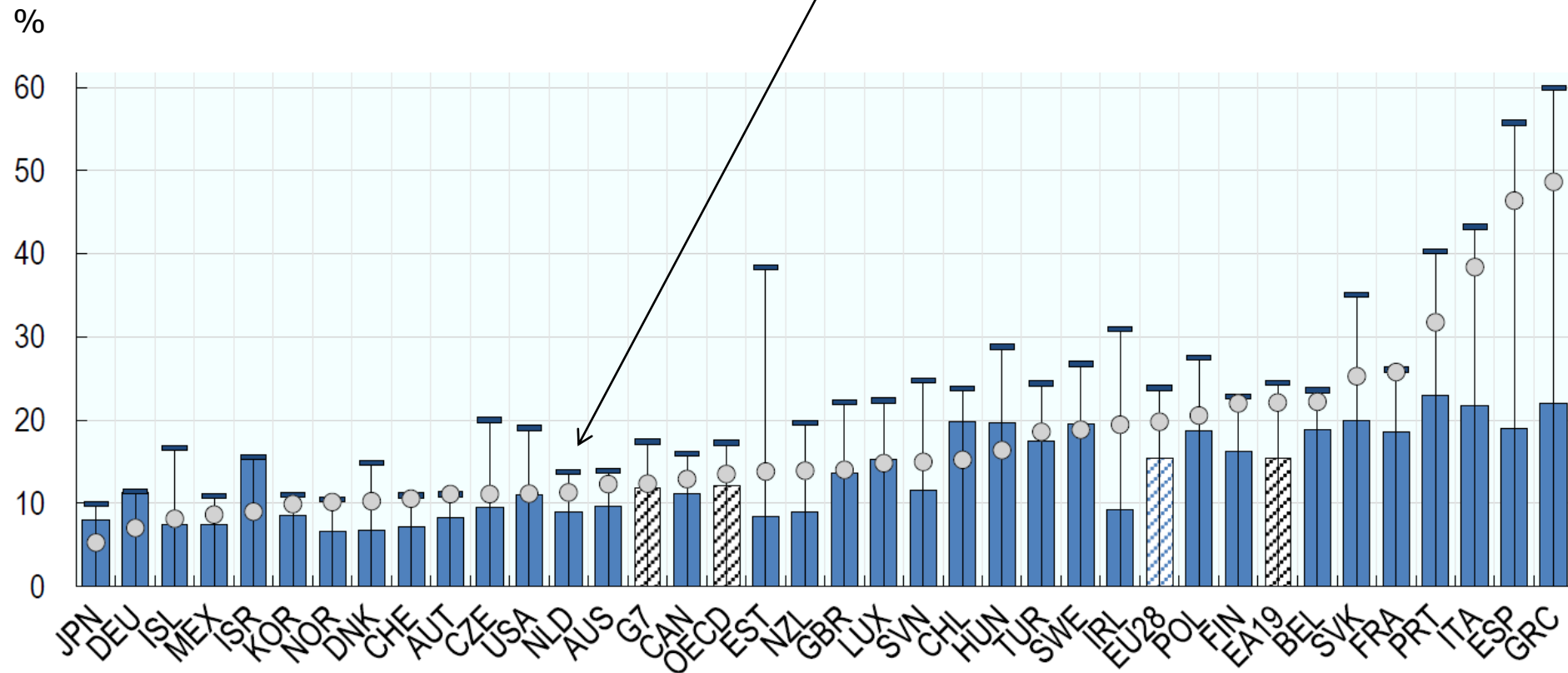
Development of (youth) unemployment



Cyclical unemployment and structural unemployment



Youth unemployment is low...

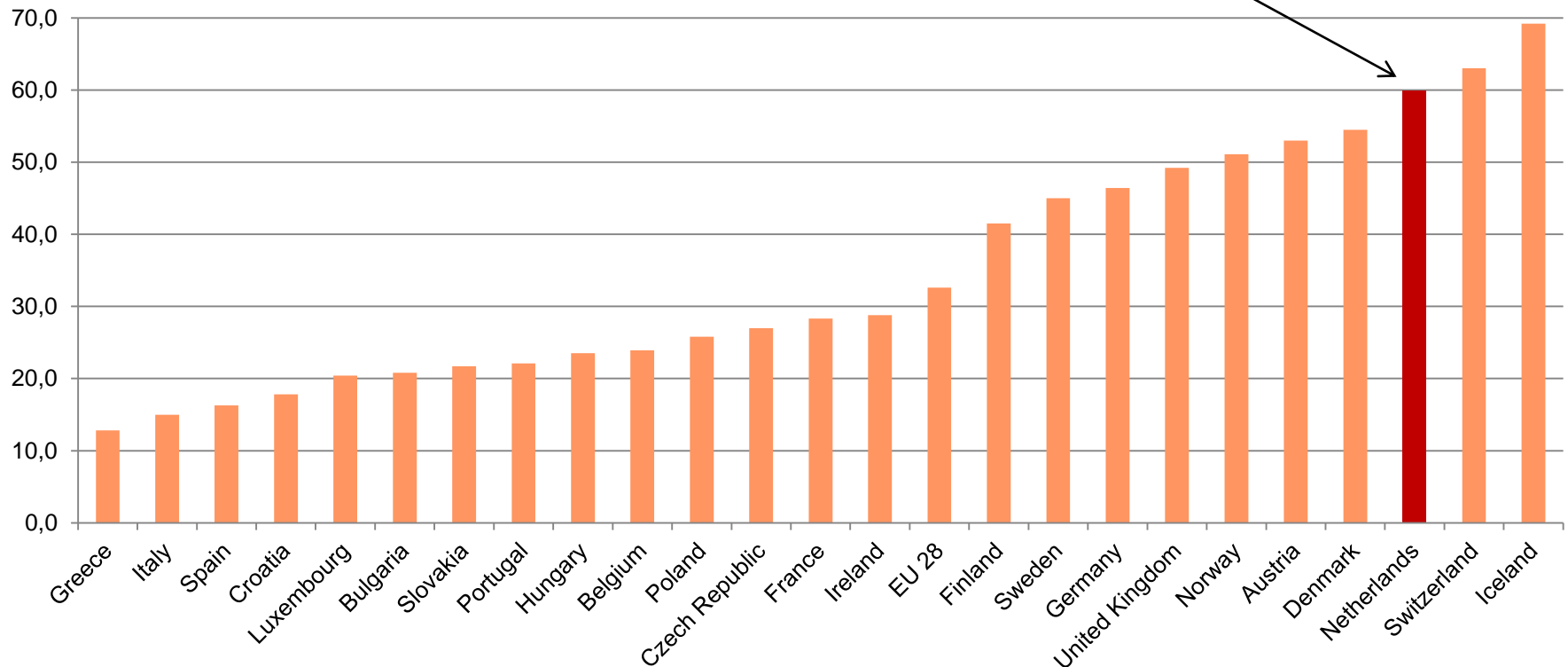


Long term youth unemployment (15 - 24 years),
Source: OECD

■ Q4 2007 — Peak ● Q4 2015 (↗)



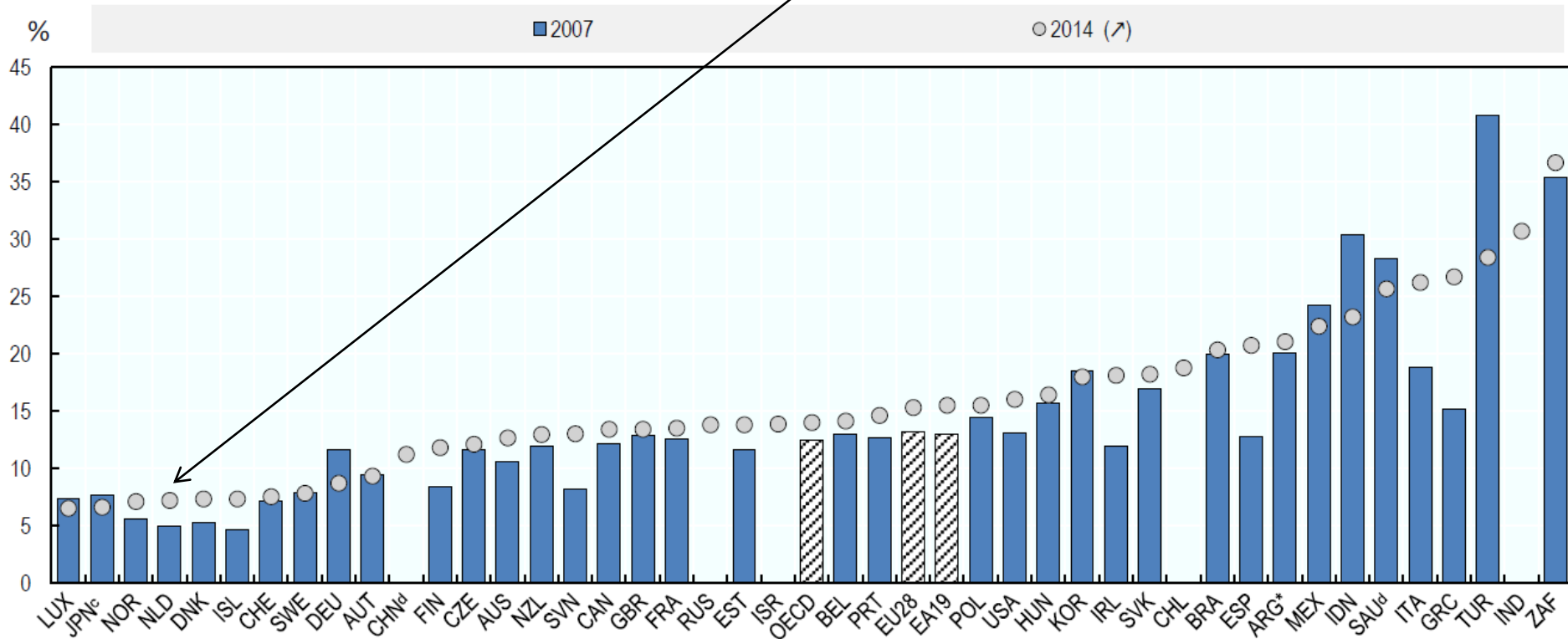
... and youth employment rates are high



Youth employment rate, 2014
Source: Eurostat, August 20, 2015



... and low percentage of NEET's



Youngsters not in employment, education or training (15 – 24 years), 2014

Source: OECD



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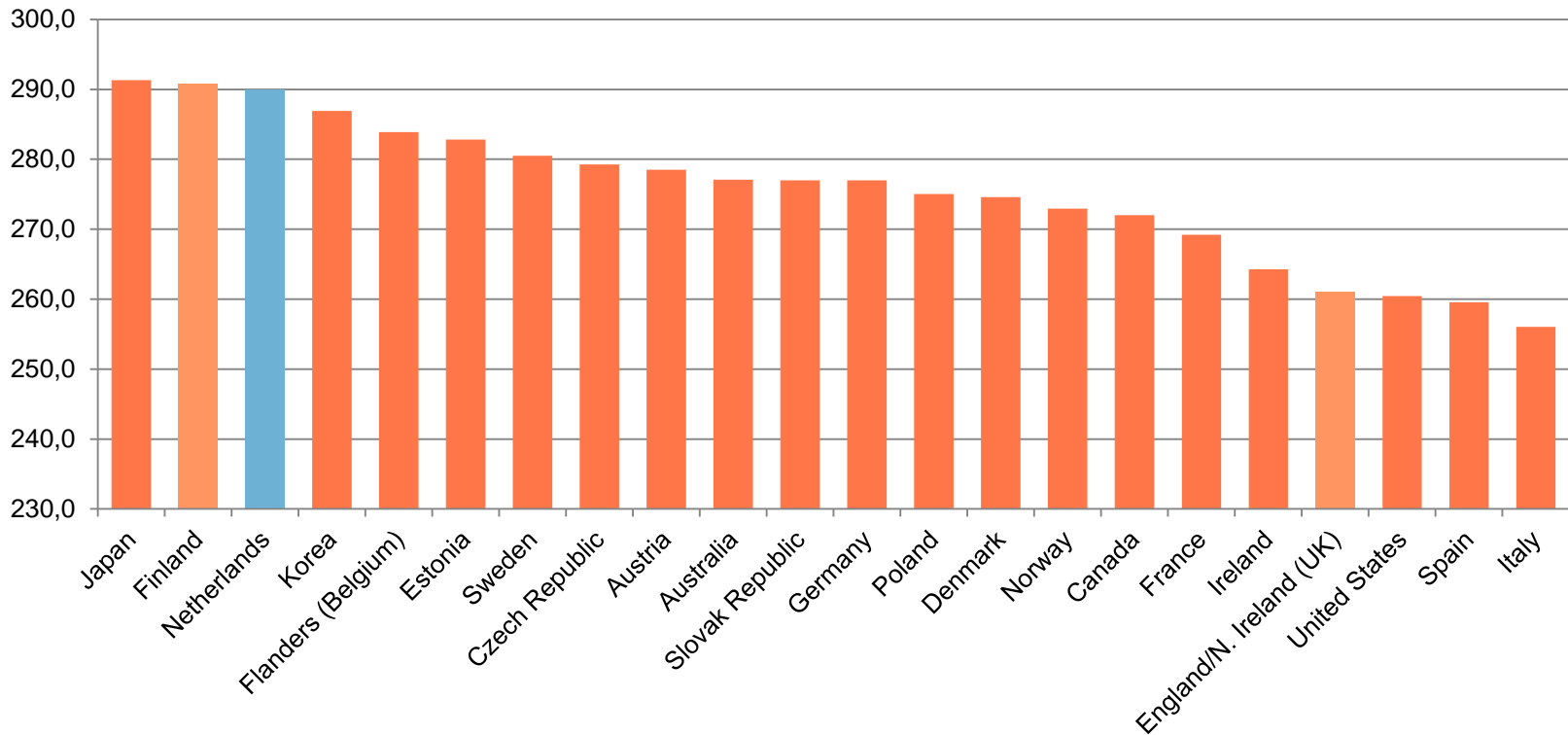
How the government
stimulates employers
to tackle youth
unemployment



**3 strategies
in
3 minutes**



Good quality education is essential...



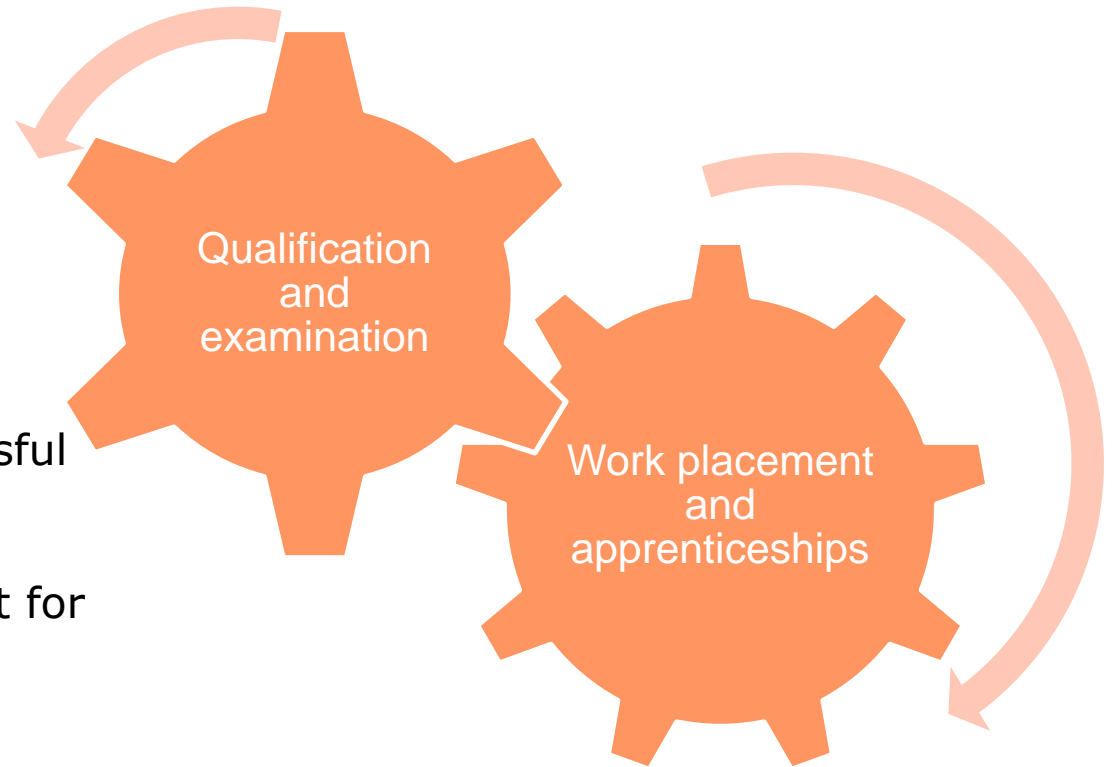
Average score on literacy and numeracy in PIAAC, (16 – 24 year olds)

Source: OECD (2013), OECD Skills Outlook 2013, First results from the survey of adult skills



and so is involvement in education programs

“A key factor behind the successful labour market performance is the early labour market debut for many young people”



Source: OECD (2012), Economic Surveys The Netherlands



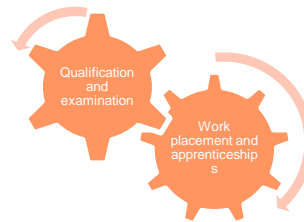
But there is more than cognitive skills...

Cooperate with colleagues; how to dress?; showing Initiative; providing a summary; saying no; using ICT; keeping promises; creativity; coping with stress; keep your workplace tidy; respect each other; listening; time management; starting a conversation; being convincing; explain something; motivation; express yourself in a meeting; asking for help; reflect on your work; saying thank you; interpreting body language; negotiate; pro-active



How the government stimulates employers to tackle youth unemployment

Strategy 1: Education





Provide student with information about labour market perspectives



Strategy 2: Students



How to shape your career?

Career guidance competences

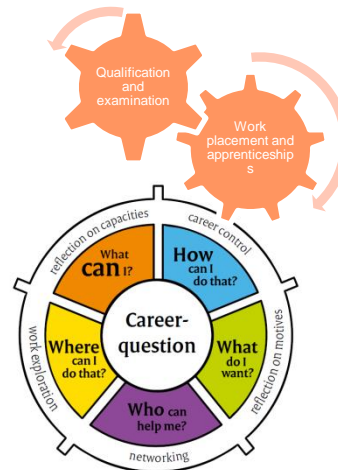




How the government stimulates employers to tackle youth unemployment

Strategy 1: Education

Strategy 2: Students





How the government stimulates employers to tackle youth unemployment:

Strategy 1: Education

Strategy 2: Students

Strategy 3: Employers





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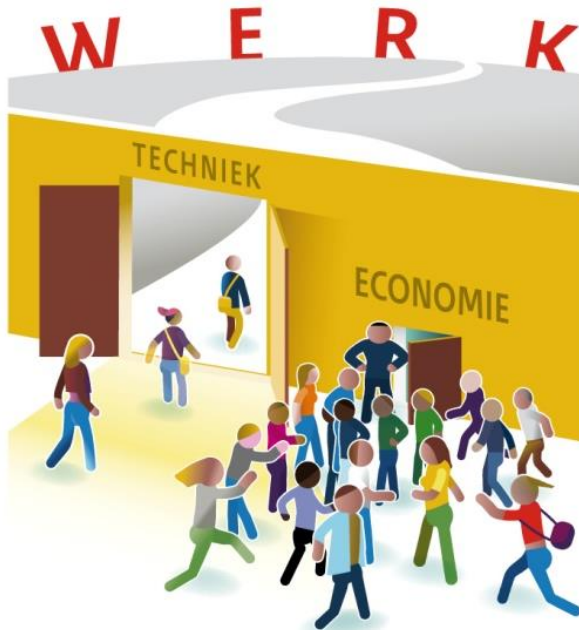
Outline

- 4 x mismatch



4 x mismatch: study, employment skills,...

Relatief veel jongeren kiezen voor studies waar weinig werk in is.



'Verkeerde' studiekeuze



Matige werknemersvaardigheden

Veel jongeren hebben matig ontwikkelde werknemersvaardigheden, zoals sociale, communicatieve en ict-vaardigheden.

Werkgevers vinden die vaardigheden vaak belangrijker dan een diploma.



...job search and basic qualification

75% van de openstaande vacatures wordt via netwerken vervuld, terwijl jongeren vaak met een eenzijdig cv vooral online naar vacatures zoeken.



Ineffectief zoekgedrag



Ontbreken diploma

Jongeren zonder diploma zijn **2 keer** zo vaak werkloos als jongeren met een diploma.



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Outline

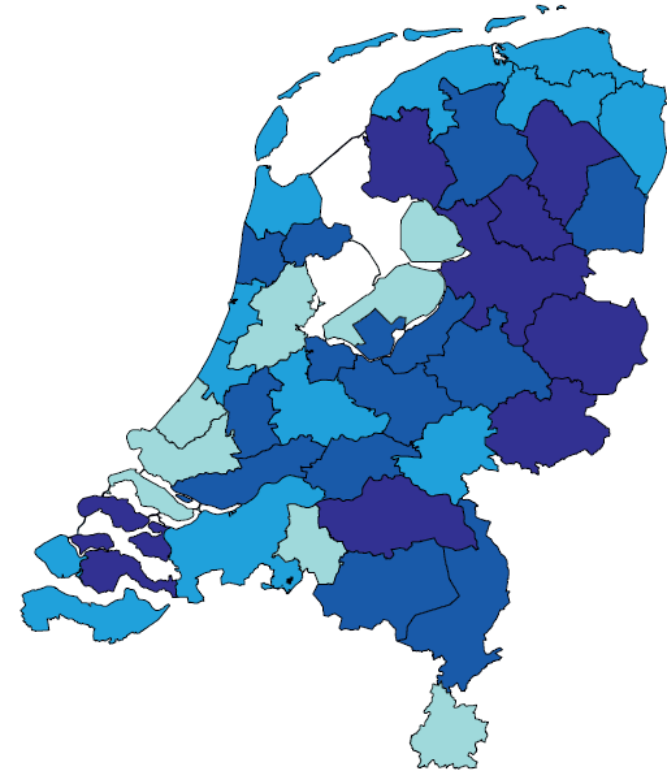
- Early school leaving



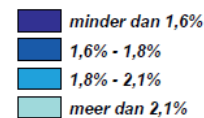
Early school leaving

- It's a regional approach, that takes in account difference in context

Figuur 5: RMC-regio's, percentage nieuwe vsv'ers in 2013-2014



voorlopige vsv-cijfers per RMC-regio 2013-2014



Early school leaving in different regions.

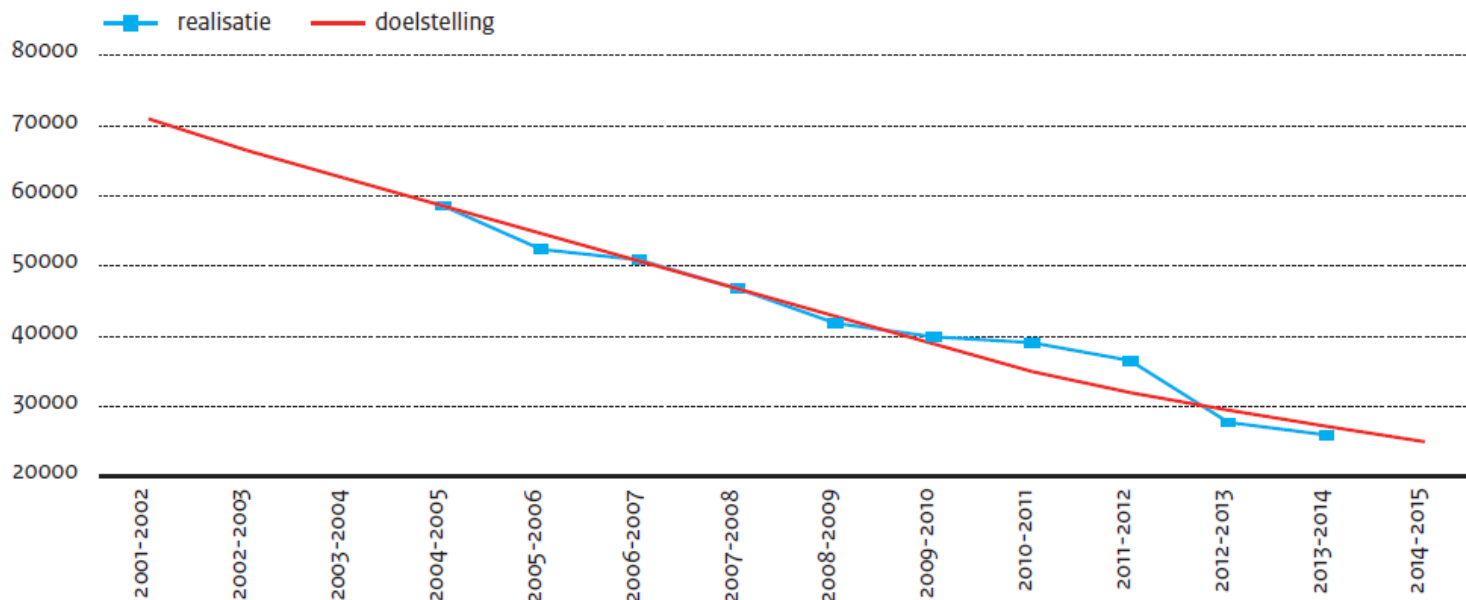


Early school leaving

But with standards/targets at the national level as well

Figuur 1: Nationale doelstelling en realisatie absoluut aantal nieuwe vsv'ers

Bron: DUO





Question:

But who, in the end, should be held responsible?

- The government at the national level?
- The schools?
- The government at the local level (municipalities)



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Outline

- City Deal Youth Unemployment



Mismatch

Higher mismatch among youth that lives in deprived neighborhoods

For example

- Blue collar/whit collar
- Social network
- Communication skills



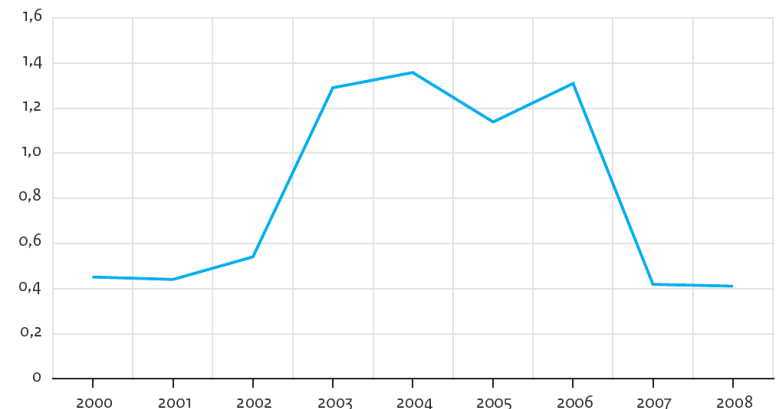


Discrimination on the labour market

- Differences in labour market succes caused by discrimination to a large extent
- Study succes \neq labour market succes
- Pre-entry / post entry
- Employers prefer job candidates with native background, despite equal qualifications (SCP, 2010)

Figuur 51

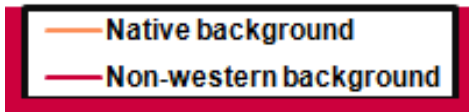
Vershil in voorspelde kansen op werkloosheid voor autochtonen en niet-westerse migranten, rekening houdend met arbeidsrelevante kenmerken en huishoudensamenstelling, 2000-2008 (in procentpunten)



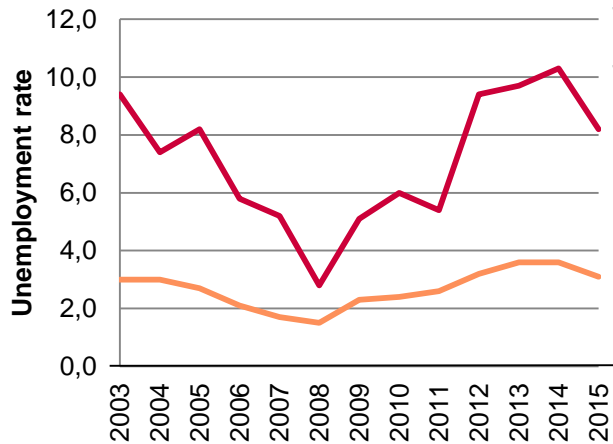
Bron: CBS (EBB '00-'08)



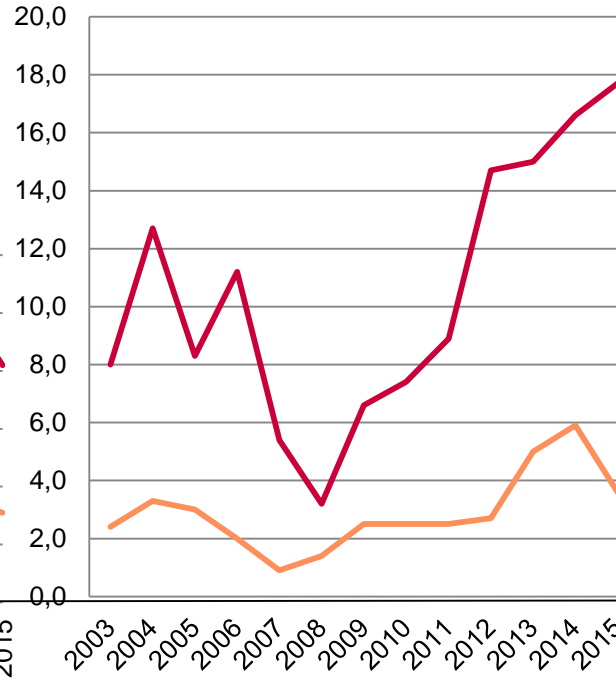
Unemployment rate of young people (age 25 – 30) that finished...



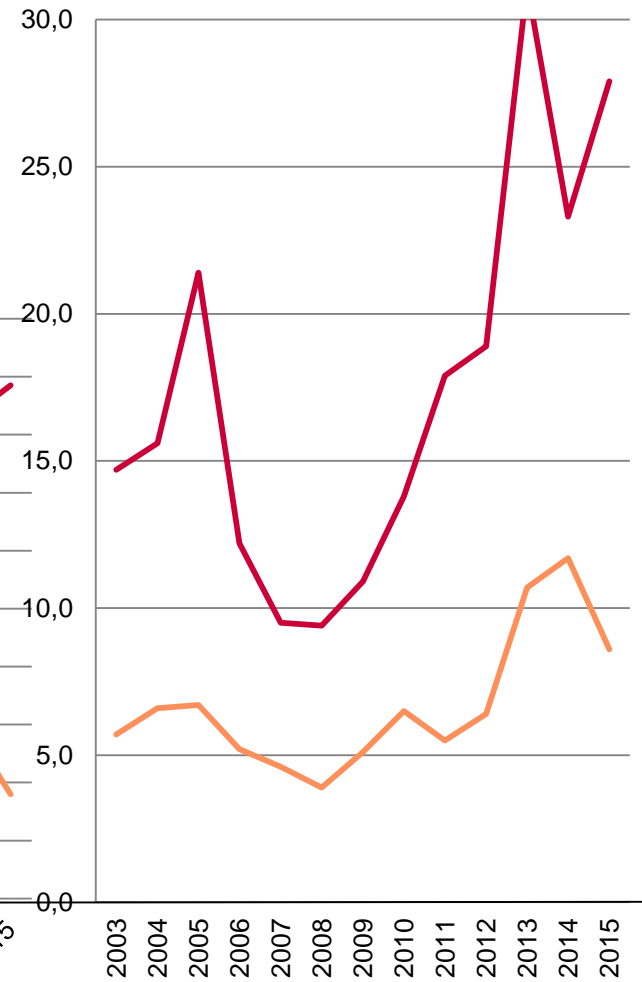
higher education



VET level 4



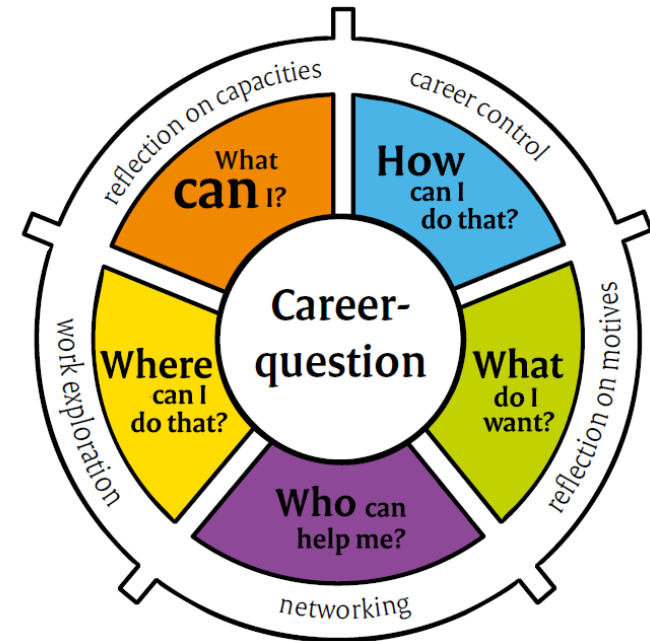
basis qualification





City Deal with five large cities

- Five cities as pioneers
- Test promising and/or innovative ideas
- For example:
 - Implementation existing instruments career guidance
 - Work Exploration
 - Parental involvement on childs' competences
 - Bridge 'pre entry/post entry' gap





City Deal with five large cities

- Proces
 - Top down VS. bottum up?
 - How to involve schools?

Education

- Secondary schools
- VET-schools
- Higher Education)

Government

- Alderman/Mayor
- Policy Makers
- Social security agencies

Researchers

- To evaluate what works

Intermediairs

- temporary employment agencies
- Informal organisations (e.g. sport clubs, mosques, ...)

Employers

- Bridge preconceptions



Question:

Please discuss the idea of a City Deal with your neighbours.

Formulate advice to the ministers on one of the following topics:

- How should education be involved?
- How should labor market (employers, social security agency, etc) be involved?
- Is the concept of a City Deal suited for this subject? Why?
- What works best: top down or bottom up? Why?



Thank you for
your attention
and participation