

Policy directions for youth employment

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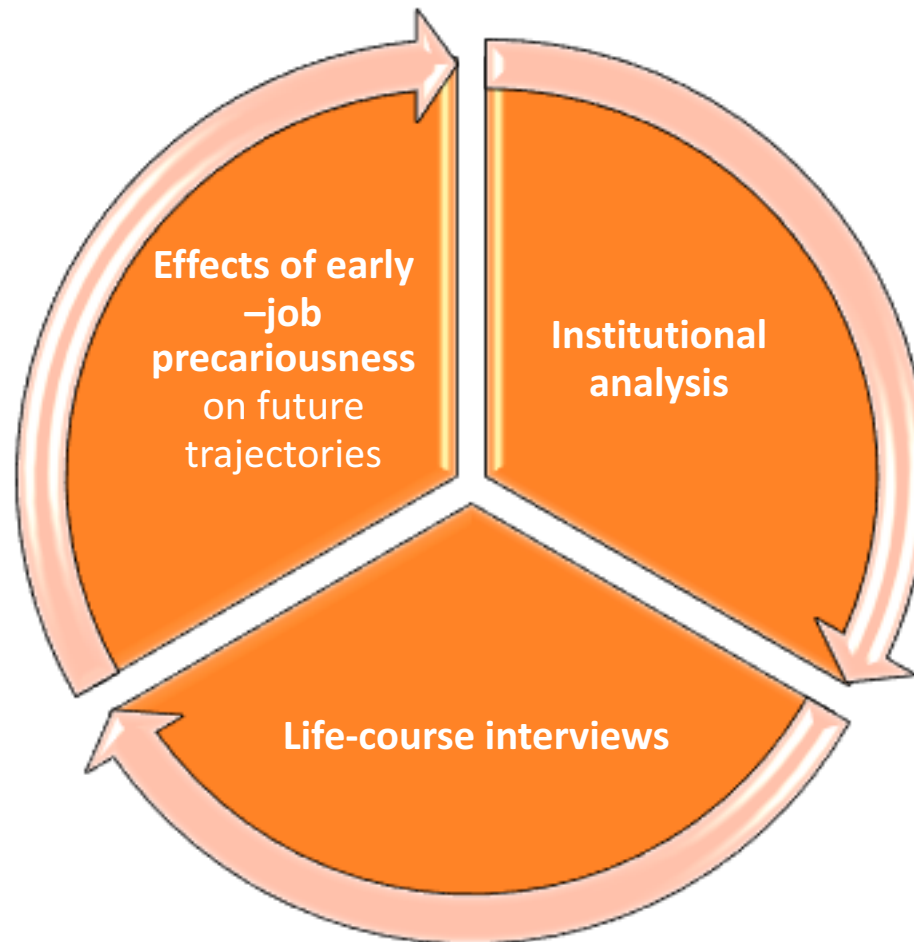
NEGOTIATE
Overcoming early job-insecurity in Europe

Outline of the presentation

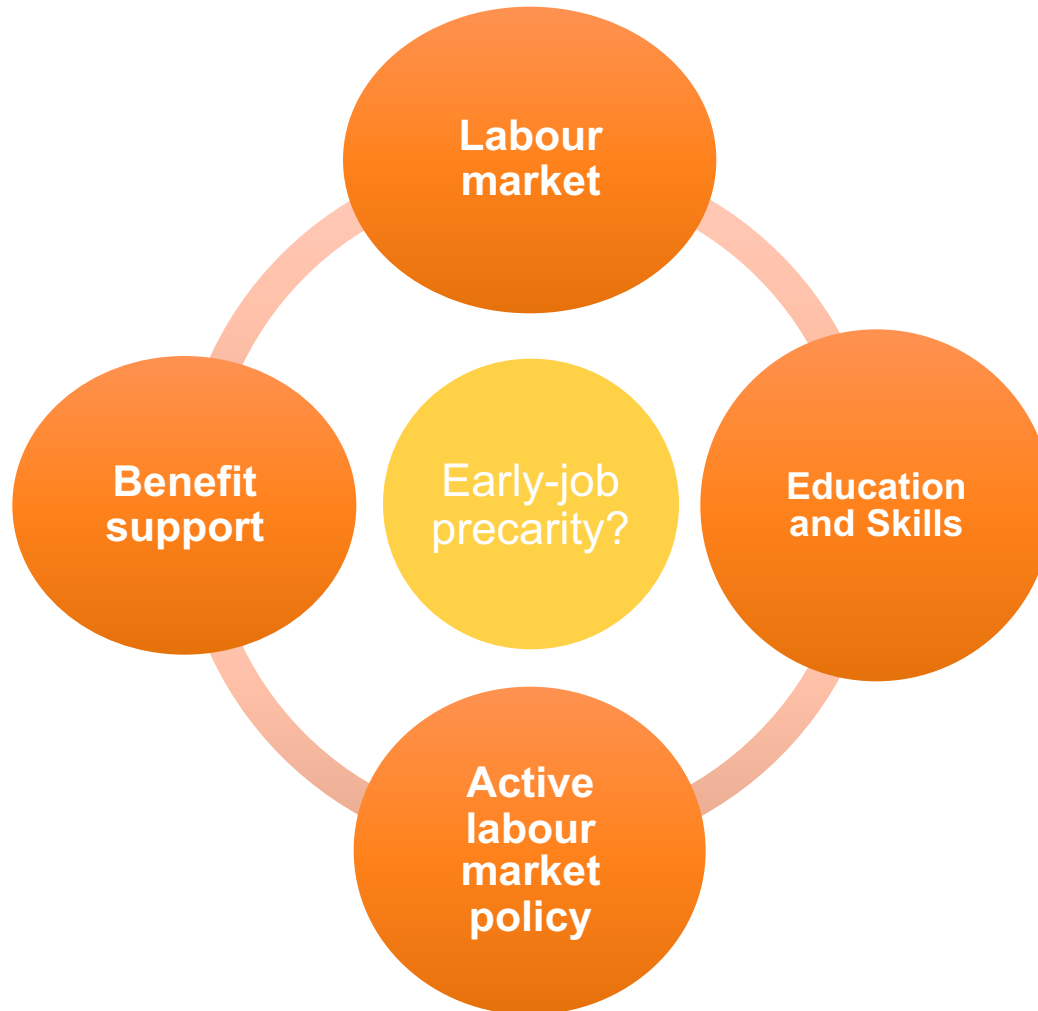
1. Inputs from the NEGOTIATE project informing this presentation
2. Policy approaches and recent policy developments – reducing early –job precariousness?
3. What does precariousness imply?
4. People's voices
5. What way forward?

The project and its inputs

Looking at how early –job precarity has an impact on young people’s life



Institutional analysis



Main policy developments since 2007 - Labour

- Education and skills
 - September Guarantee - 94.5% received an offer
 - Raised participation age - but NEETs are mostly over 18 and can put off difficult learners
- Labour Market
 - Agency work regulation – improved rights for temporary workers
- Active Labour Market programmes
 - Young Person's Guarantee – too short
 - Future Jobs Fund – very positive results in short-period, but scrapped by the Coalition Gvmt

Governance

- Reinforced the local dimension of delivery - in a context of reduced funds for Local Authorities

Main policy developments - Coalition

Education and skills

- Education Act – access to independent career service but gap in the services and lack of cooperation with National Career Service
- Skills conditionality – lack of training opportunities, long queues
- Increasing fees of Higher Education Institutions – decrease in participation right after the introduction

Promoting learning on the workplace

- Apprenticeship Trailblazer – positive involvement of employers
- Apprenticeship Levy – still to be assessed

Labour market

- Changing Minimum Wage – wider gap between adults and young people

Main policy developments - Coalition

Benefits

- Universal credit – might turn out to reduce overall benefits for claimants
- Youth Obligation (2017) – intensive support for young people likely to work, most vulnerable likely to dropout

Active Labour Market policies

- Work Programme – change in sanctions seem to penalise young people
- Youth Contract – programme targeting young NEETs is effective
- National Career Service -
- Traineeships – overall positive first results with young people entering the labour market

Changing governance

- Jobcentre Plus Offer – more local flexibility, still gaps in provision for those with special needs

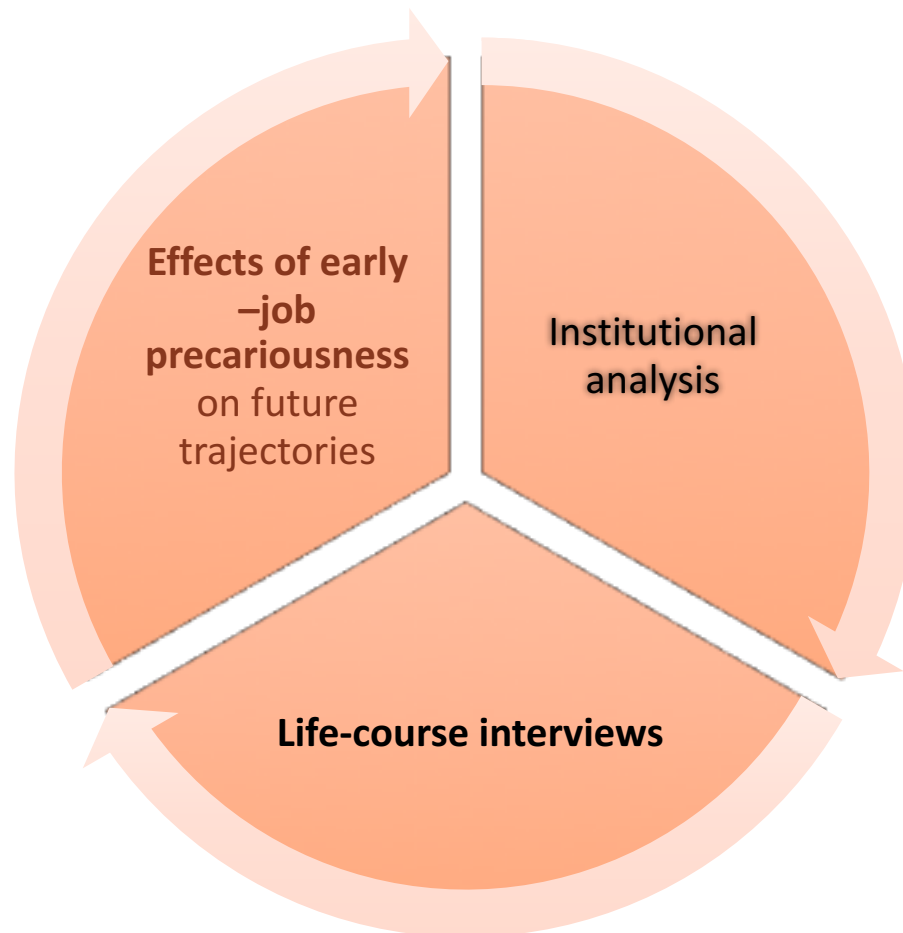
Priorities and overall approach

- ✓ Traditional **Work-First** approach going towards a “**Earn or Learn**”?
- ✓ Strong emphasis on **contractualisation** (e.g. Claimant Commitment and stricter sanctions)
- ✓ **No attempt to reduce casual work** (expansion of zero-hour contracts among young people in the last years)
- ✓ **Little attention to job quality**
- ✓ **Challenging outreaching** young people with complex needs

Limited effect on tackling early-job precarity particularly for marginalised young people

The project and its inputs

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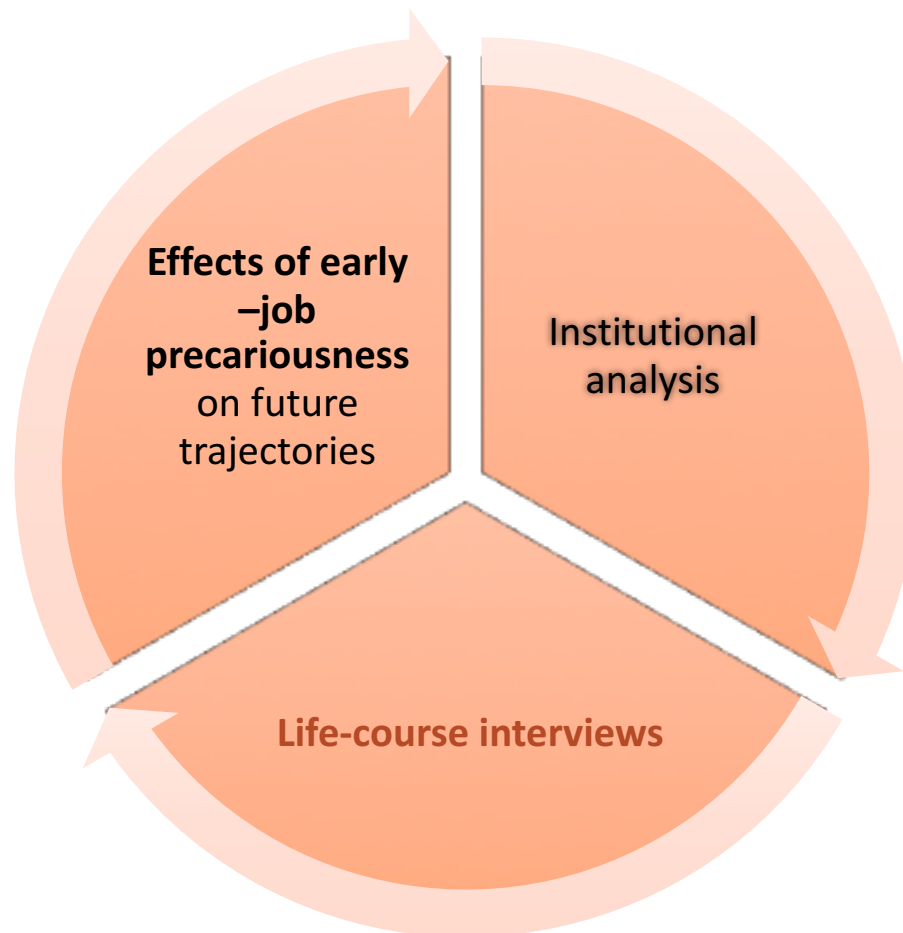
What impact of early-job precariousness

- Need for looking at longer **trajectories** instead of single experience of unemployment or precarious employment
- Better to look at **employment rather than job** insecurity
- Developed an index of **employment precariousness** measured in number of transitions and type of labour market positions over the years
- Most of young people do not change labour market frequently but....

The more they do (complex trajectories), the more likely they are to be in any other position than full-time permanent employment in the future

The project and its inputs

Looking at how early –job precarity has an impact on young people’s life



What people told us about institutional help

Talking with 20 people of different ages with an early experience of unemployment or precarious employment in their twenties

→ “What help did you receive from institutions, charities, community-based organisations?”

People in their 40s: mostly report lack of support by JCP at the time, more positive attitudes today

People in their 20s: some report lack of support, other praise intensive and effective support when delivered in a “safe space” (mostly by external providers)

What people told us about help

Lulu 25 - found her way thanks to an organisation working with art and people with mental health

Jordan 26 - boosted his confidence by working in a charity shop, got effective support in an intensive small-group workshop for long-term unemployed

Jessi 28 – quit drugs and found himself after a volunteering experience abroad promoted by the Gvmnt

→ (Paid) work as a necessary component of self-worth, dignity and personal development.

Open discussion – your experience and thoughts

- ✓ Policy reducing or favouring early-job precariousness?
- ✓ What advantage of moving towards “earn or learn”?
- ✓ Are policies still failing to outreach the most disadvantaged?
- ✓ Any change between Governments? (divergent opinions among commentators)
- ✓ The conditionality contradiction: stricter control leads to more standardised procedure → but it goes against the idea of more individualised services – how to solve this issue?



Thank you for your attention!