



DG EMPL, C4 Employment Services, EURES

PES and guidance activities

ELGPN 10th Plenary, Copenhagen 24-25 April 2012

Objectives and structure



Lifelong guidance

... from silos to an umbrella with interwoven but distinct fields

... the role of guidance in the field of employment and social inclusion

- > employment counselling/guidance
- > career guidance, case management ...



Structure

- 1. Results from Mobility Laboratory:** PES Business Models
- 2. Results from PES to PES Dialogue:** Individual Action Planning
- 3. Planned activities:** PES to PES Dialogue, Mobility Laboratory
- 4. PES and LLG:** The employment package
- 5. Initial thoughts:** ELGPN – next Work Programme, Council Resolution

Slide 3

BC1

BOUTON Carola (EMPL); 19.4.2012



1. Results from LabMob: PES Business Models

- **Based upon a survey**
27 PES participated, unique information basis (online)
- **Shows range of (employment) guidance services in PES**
Type of guidance activities delivered for jobseekers, employers
- **Gives a picture of specialist career guidance offered by PES**
Career guidance for young, adults, case management, vocational guidance for rehabilitation up to support for HRD in companies ...
- **Informs about partnerships**
With public, private, third sector organisations -> LLG not prominent



2. Results from PES to PES Dialogue

DIALOGUE CONFERENCE: Activation and integration – the role of Individual Action Planning

- **Focus on face-to-face services in a changing context:**
Profiling systems, multi-channelling ...
- **Results: Emphasis on more enabling, adaptable approaches:** Raising awareness that “quality employment guidance and counselling” is needed.
- **Employment counsellors have to cope with a dual role:** Monitoring means support and sanctioning if needed (tensions)
 - > trend towards more frequent follow-up, using e-channels, phone
 - > sanctioning concerns a low share of jobseekers



3. Planned Activities: LabMob, PES to PES, PARES

- **LabMob**
 - Adapting PES training policy to better service demand
- **PES to PES Dialogue**
 - Job profiles and training concepts for PES employment counsellors
 - > New challenges - multi-channelling > clients' profile (August 2012)
 - Peer Review PES and older workers (May 2012)
- **PARES (Partnership of Employment Services)**
 - Result-oriented sub-contracting for labour market integration
 - role of guidance services?



4. PES and LLG in the Employment Package

- **Develop LLL as a key to security in employment**
 - For employed and unemployed to maintain employability
 - For lower-skilled unemployed career guidance is essential
- **Redefine the primary and core services of PES**
 - Transform PES into “transition management agencies” supporting sustainable transitions throughout workers’ careers
 - Working group PES 2020 (directors) to present results
- **COM will map new forms of employment and policy responses**
 - New tasks for LLG against this background?



4. ELGPN Future Work Programme, Preparation Council Resolution

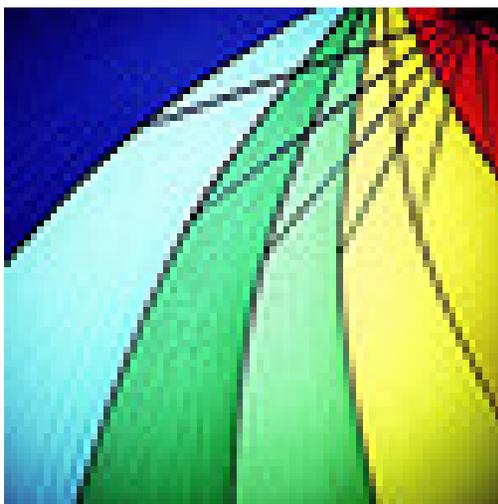
COM (unit Empl. Services) Initial Thoughts – Preferences: *Going beyond LLG and LLL, aiming at the whole of EU2020 Employment Guidelines*

- **Proposal: Taking individual life path as starting point from an operational perspective**
What are the guidance needs and corresponding services for young, adults, older persons including unemployed, inactive (similar to OECD Career Guidance)
- **Quality standards for different types of guidance highly desirable**
including in the work of PES, employment and integration / social services
> Quality PES contribution to develop CMS of young unemployed?
- **Evidence base for guidance services is on the wish list** going beyond listing of PES general performance indicators



... looking forward to further exchange

- to feed into ELGPN work results from PES related projects and working groups
- to use results from ELGPN for work with PES



Increasing synergies on the way to achieve a common objective:

To prove the added value of LLG in all fields to the relevant key actors.



ANNEX: Useful links

1. Mobility Laboratory:

<http://www.mobilitypartnership.eu/WebApp/Events.aspx?EventID=17>

2. PES to PES Dialogue:

<http://ec.europa.eu/social/main.jsp?catId=964&langId=en>

3. DG EMPL Webpage Public Employment Services

<http://ec.europa.eu/social/main.jsp?catId=105&langId=en>