

KEY POINTS FROM PES TO PES DIALOGUE

ELGPN 9th Plenary Meeting
Warsaw, 13 – 14 September 2011

Structure



1. Activities
2. Key points for ELGPN work packages
3. Conclusions



1. Activities



Work Programme agreed with Heads of PES (HoPES):

1. Peer Reviews for Public Employment Services
 - 1 Youth Guarantees: PES Approaches for low-skilled young persons (22-23 March, AMS Vienna)
 - 2 E-government and Multi-Channelling: Pathways to an integrated approach (30 June – 1 July, BE-VDAB Antwerp)
2. Support for Transfer – Funded visits



1. Activities



3. Dialogue Conferences

- 1 Profiling systems for effective labour market integration
(11-12 May, Brussels) – assessment, skills etc.
- 2 New developments, good practices and lessons learnt
(8-9 September, Brussels) - Dissemination

4. Analytical Papers (State of the Art) - PES and

- | | |
|-----------------------------------|--------------------------------|
| 1 Integration of Youth, | 2 Lifelong Guidance |
| 3 Decentralisation, | 4 Sub-contracting |
| 5 E-government, multi-channelling | 6 Senior workers (forthcoming) |

2. Key points for ELGPN Work Packages

... from the point of view of
PES core services



Social Europe

WP 1 Career Management Skills

- **Curing:** Refreshing, supplementing, teaching job search, application, pathway back to the labour market for those further from the labour market
- **Empowerment function**
« to enable jobseekers to better manage pathway to employment » (PES network)
- **Guidance by employment advisors, social workers ...**

2. Key points for ELGPN Work Packages

WP 2 Access



PR Integrated multi-channelling:

The future: web-services first, telephone back up, face-to-face employment guidance for those in need

- **Service improvement and quality guidance** (counselling) as main objective, not cost savings

Conference: Profiling (assessment) systems

Methods: Increase of holistic approaches and statistical risk identification

- **Self-help tools** are more reliable when facilitated by **well trained employment advisors**



2. Key points for ELGPN Work Packages

WP 3 Cooperation / Coordination



PES to PES
dialogue

Social Europe

PR Transition from school to work – youth guarantees

AP PES and senior workers, PES and LLG

- **Key: Strategic (policy) and service partnerships – all levels – schools, VET, employers, social authorities and services, integration services, career guidance services ... , Who is in the «conductor role?**
- **Need for local flexibility of services: balance of autonomy and coordination, equity in treatment for the citizens**

2. Key points for ELGPN Work Packages

WP 4 Quality assurance / Evidence base



Quality assurance aspects in the field of *employment / integration guidance*

- From punctual administration and placement to more intensive counselling (employment / integration guidance)
 - Innovation requires new staff training concepts
 - Specialist advisors for youth (PES), case managers (inclusion)
- Evidence base: Persisting gap for guidance services
 - outcomes for PES (learning + integration)

3. Conclusions for ELGPN work

- **Challenge:**
To translate LLG to policy implementers (policy makers?)
Thinking in terms of structures, resources, staffing, return of investment
- **Confusion:**
Blurred notion of guidance (in the field of employment, inclusion)
Need for clarification how to conceptualise and name the guidance services
- **Chances and Uncertainties:**
Glossary highly welcome (as well as handbook, reference tools - sectors)
But: Limited to “specialised” career guidance?
Room for other types of guidance related to career guidance?

3. Conclusions for ELGPN work



Lifelong guidance:

From silos to an umbrella

With distinct, colourful fields

... closely interwoven to a whole