

Inclusive Activation

Supporting the social inclusion of people furthest from the labour market

5-6 Nov 2018, Vienna (Austria)

DAY 2

#InclusiveActivation

Initial findings of research undertaken by ESN

Paolo Graziano, Professor, University of Padua, Italy

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Inclusive Activation: Strategies and Challenges

**Paolo Graziano
(University of Padua)**

The study



- Literature review on inclusive activation
- Questionnaire among ESN organisations regarding:
 - practices
 - problems
 - strenght points
- 66 answers from over 25 countries
- **Key assumption:** policy integration is a driver for effective inclusive activation

The (differential) challenge



- Inclusive activation has become a goal for all European countries...
- ...although they are quite different in terms of 'need coverage capacity'.
- For example, Germany and Sweden show a 'coverage rate' of 90%, whereas countries like Italy are around 50%

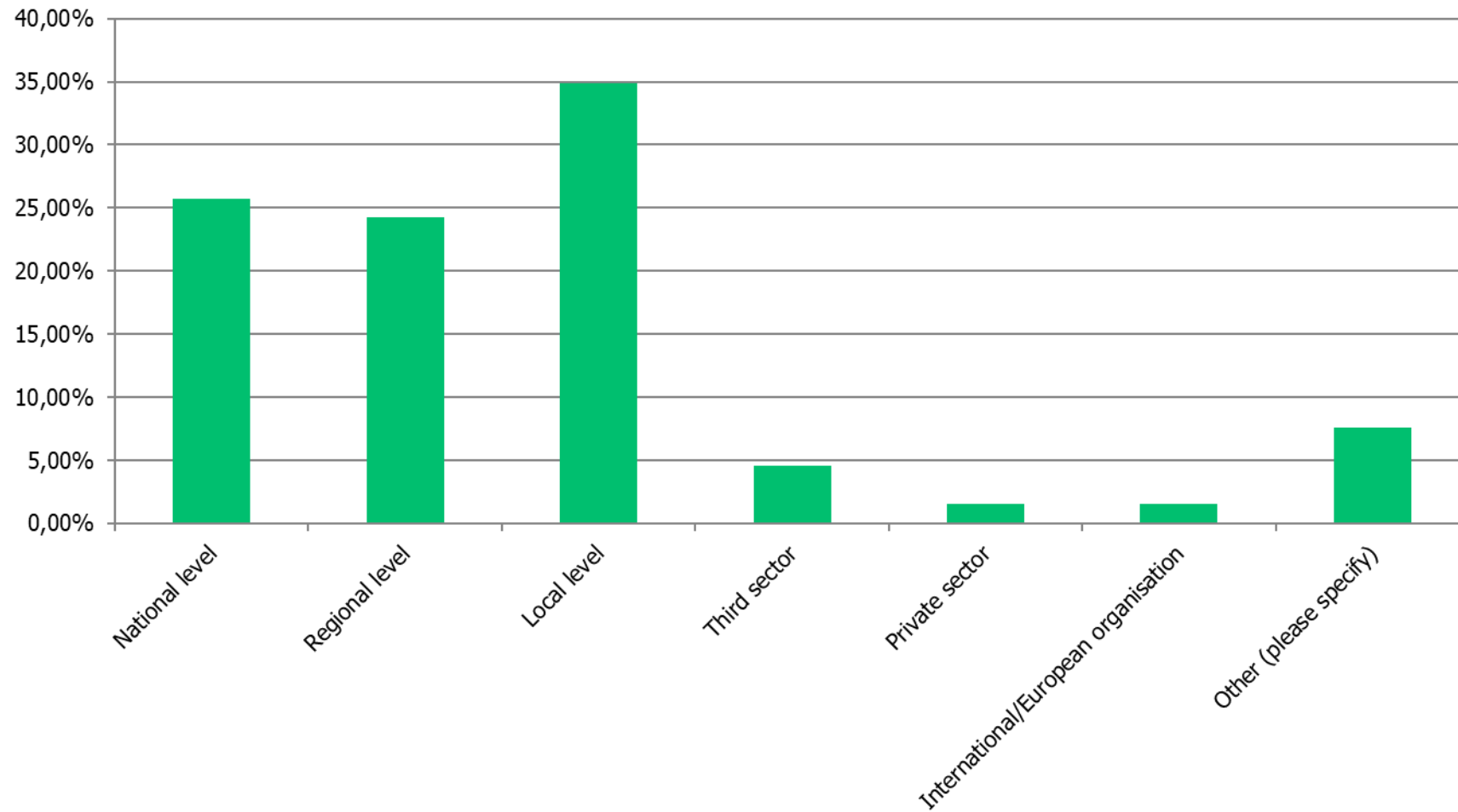
IA: A four step strategy



- Registration
- Individual assessment and guidance
- Job-integration agreement
- Partnership

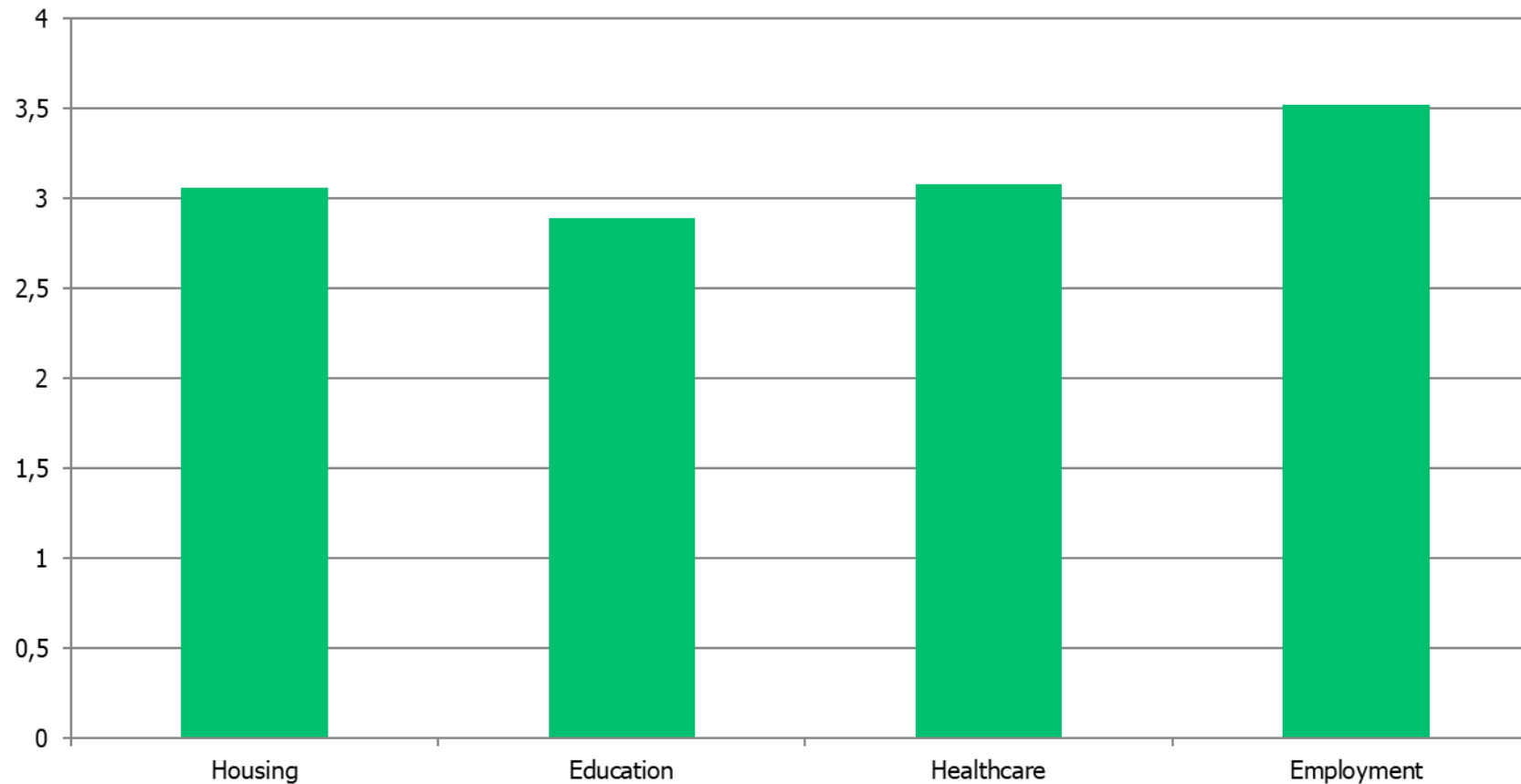
Our sample

Please let us know if you work for:



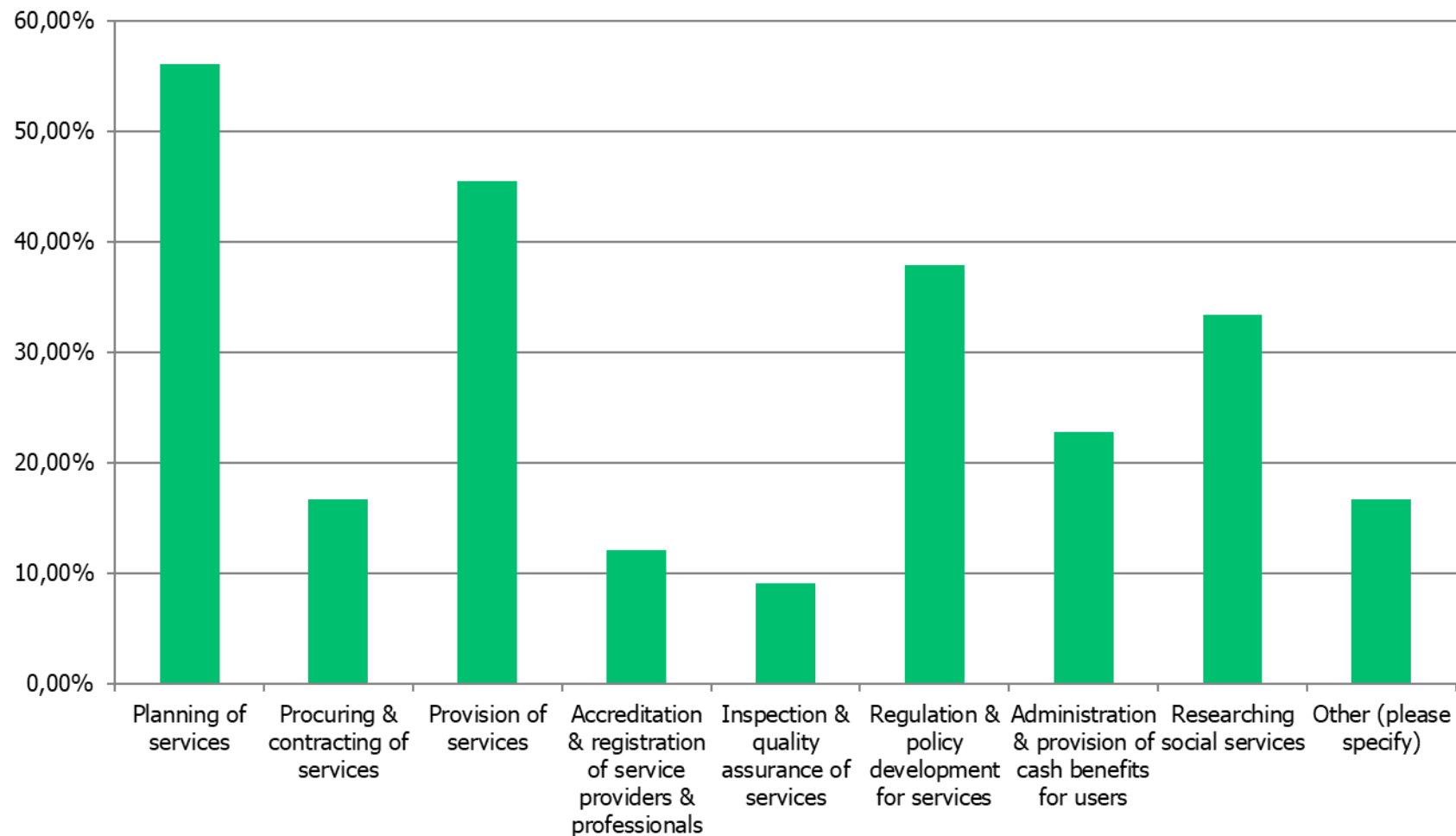
Coverage

Please let us know which services your social service division cooperates with:



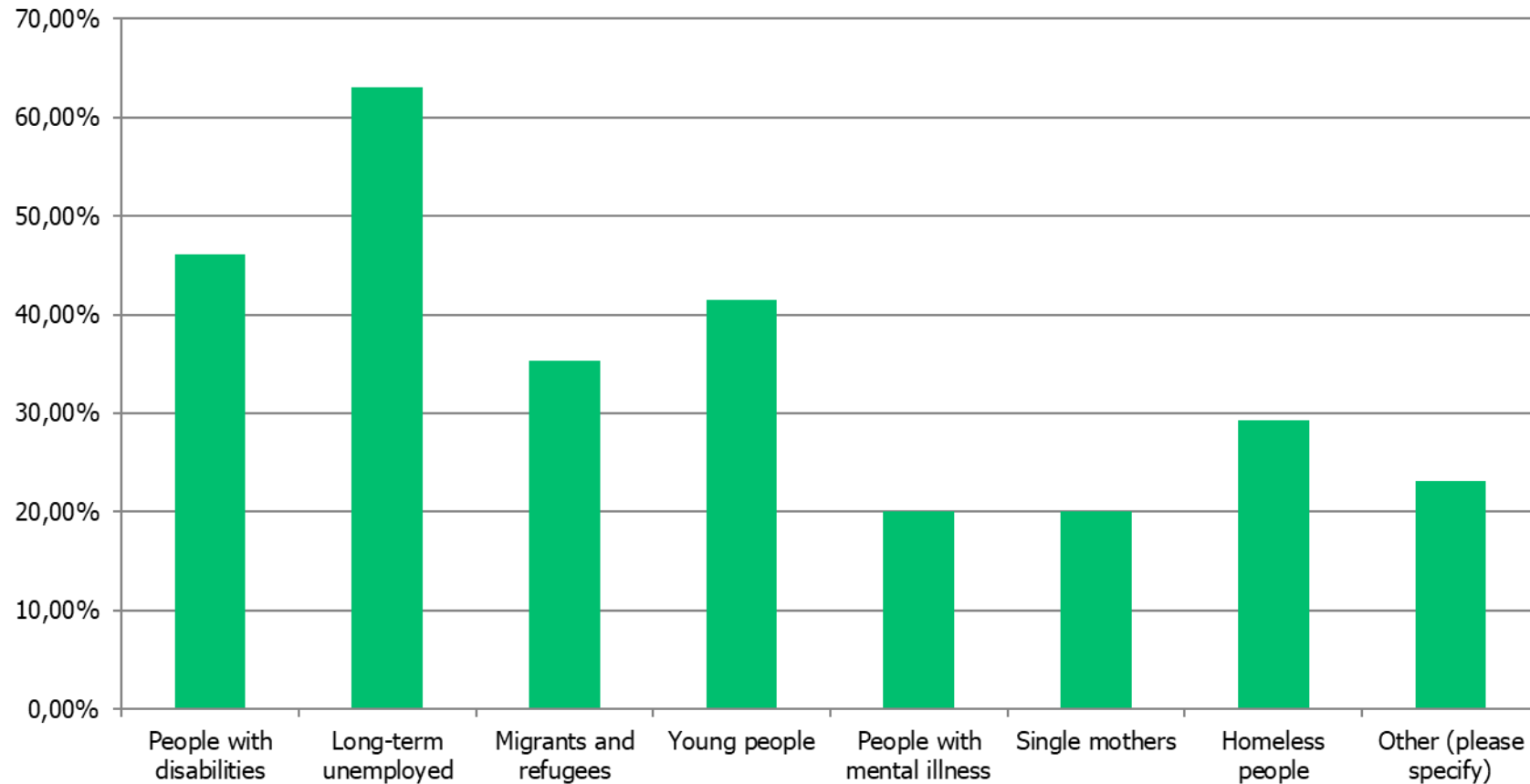
Roles performed

Which roles(s) do your services primarily perform (please select max 3 that apply)?



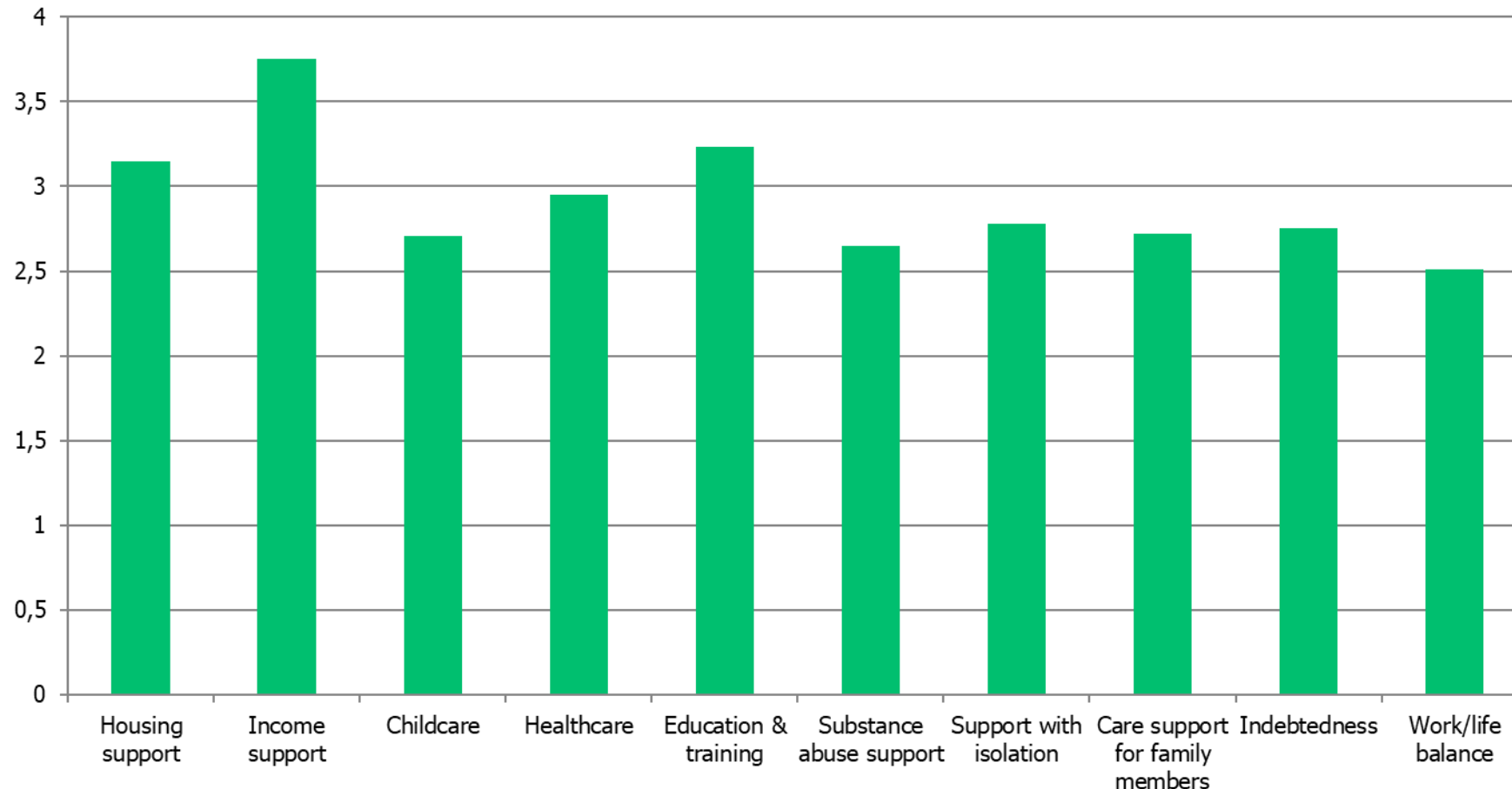
Target groups

Which vulnerable group do you or your organisation target?
(please select max 3 that apply)



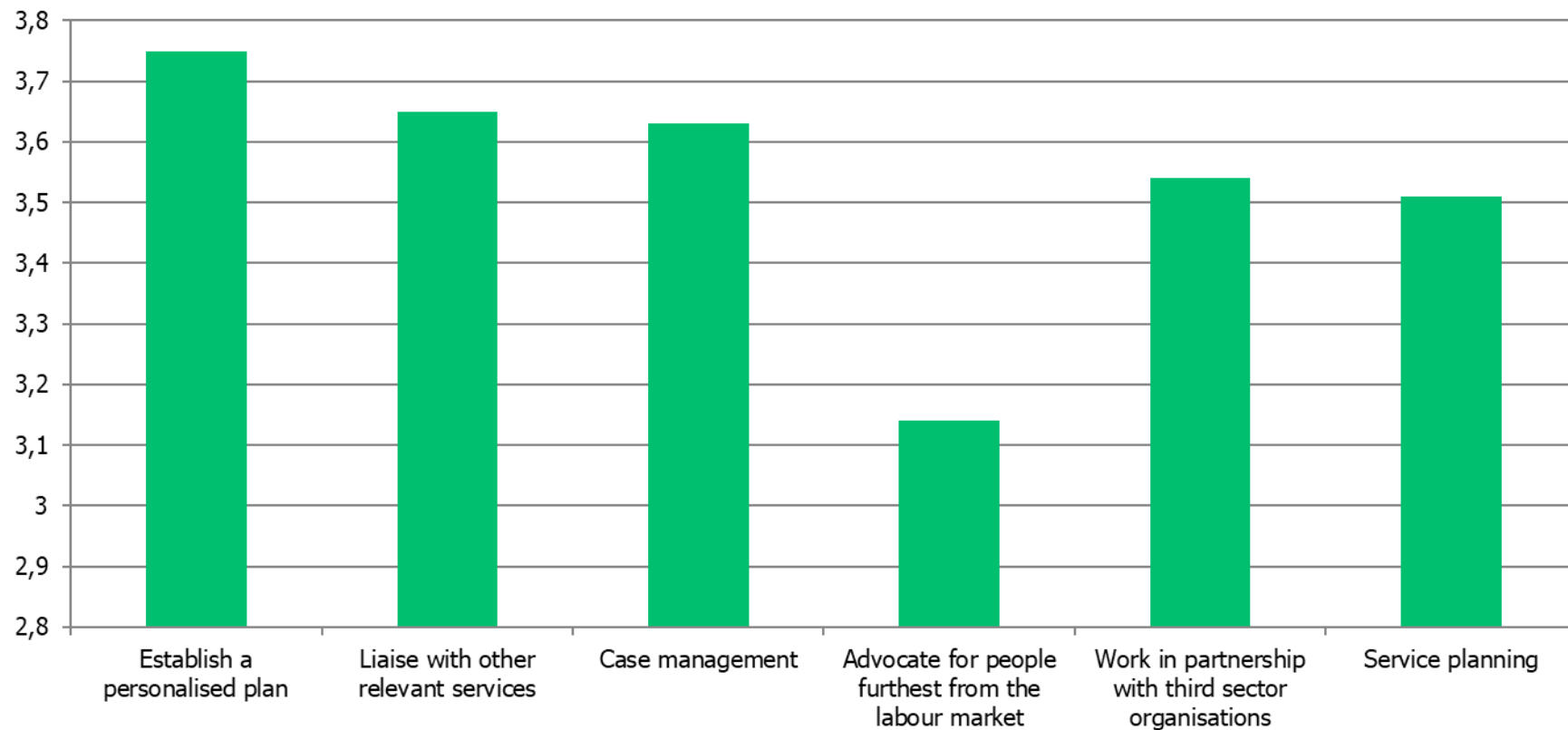
Needs and target groups

What are the most frequent detected needs of your target group?



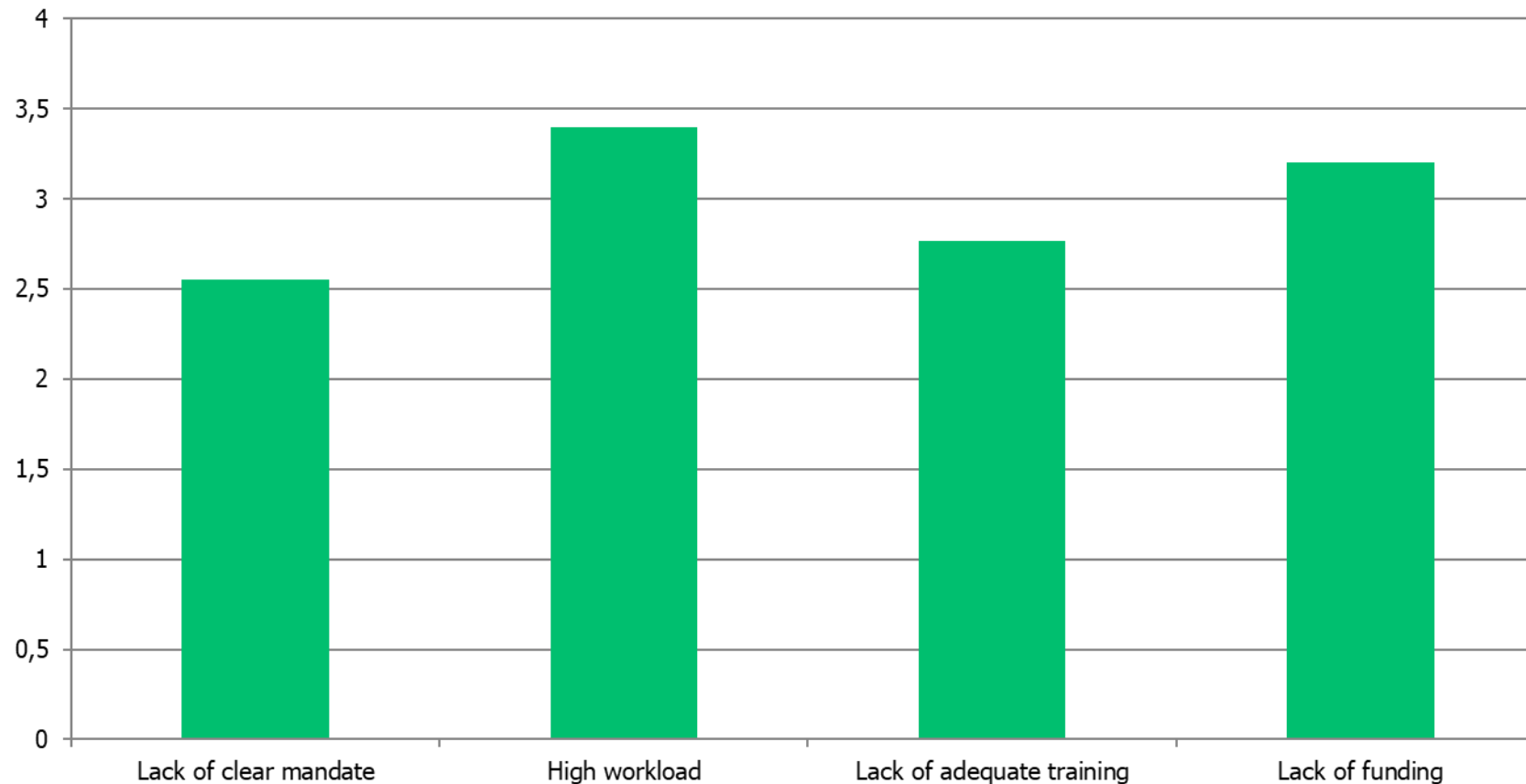
Tasks

In your view, what are the most relevant tasks of social services professionals for the activation of people furthest from the labour market?



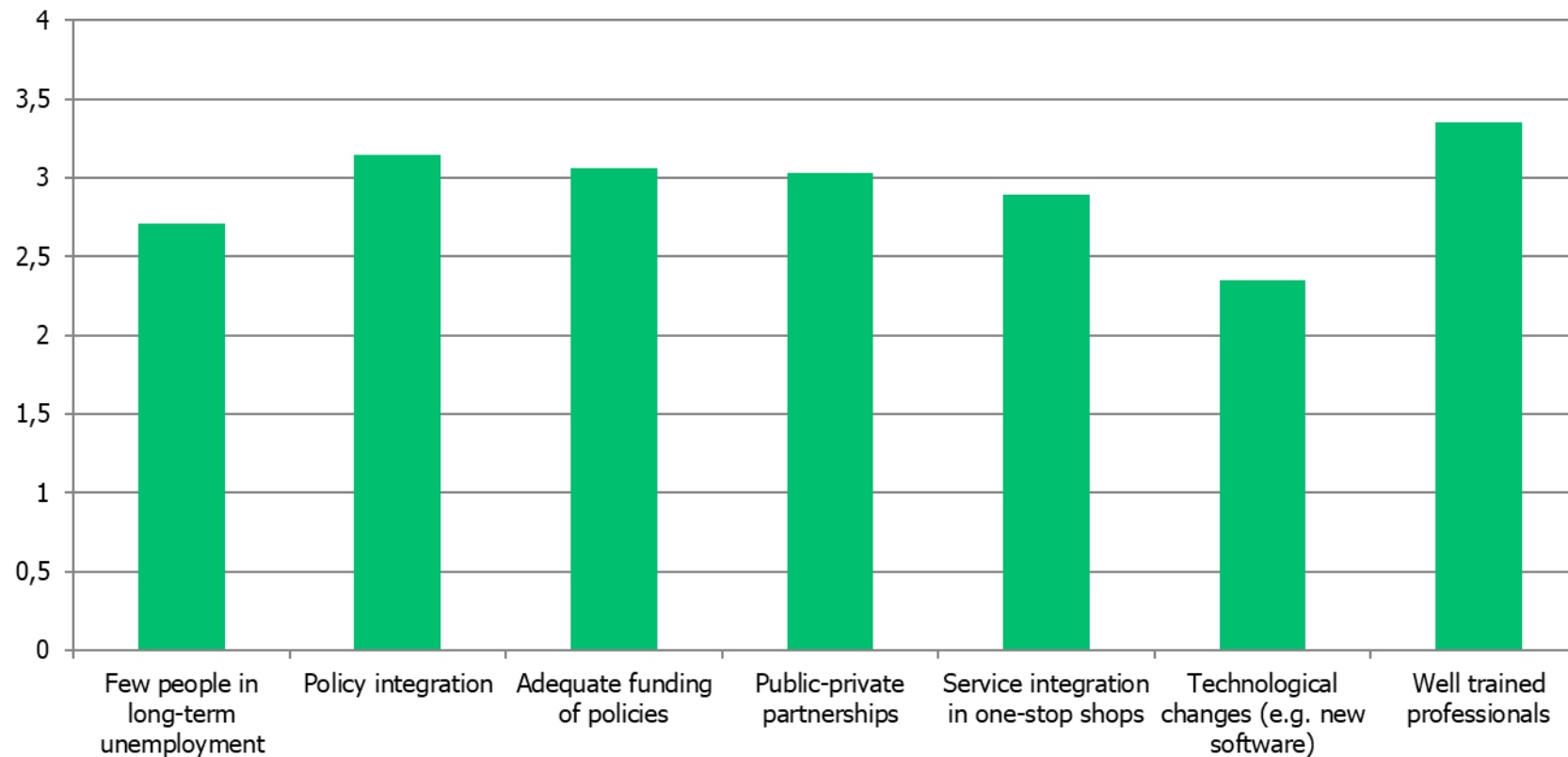
Specific challenges

In your view, what are the most important challenges that social services professionals face in the activation of people furthest from the labour market?



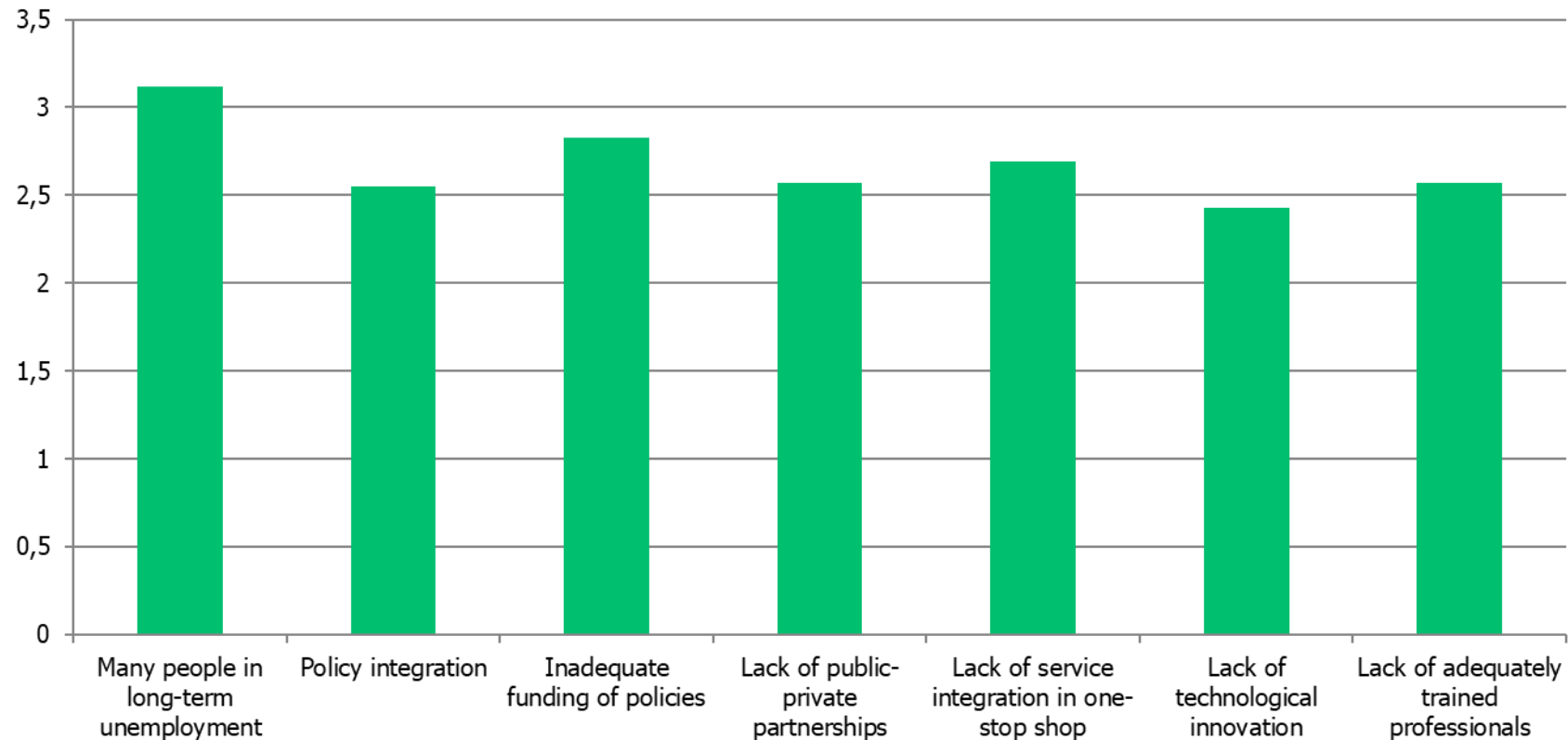
Training, education and policy integration

What are the major success factors (external and internal) of your model of intervention in addressing the social needs of people furthest from the labour market?



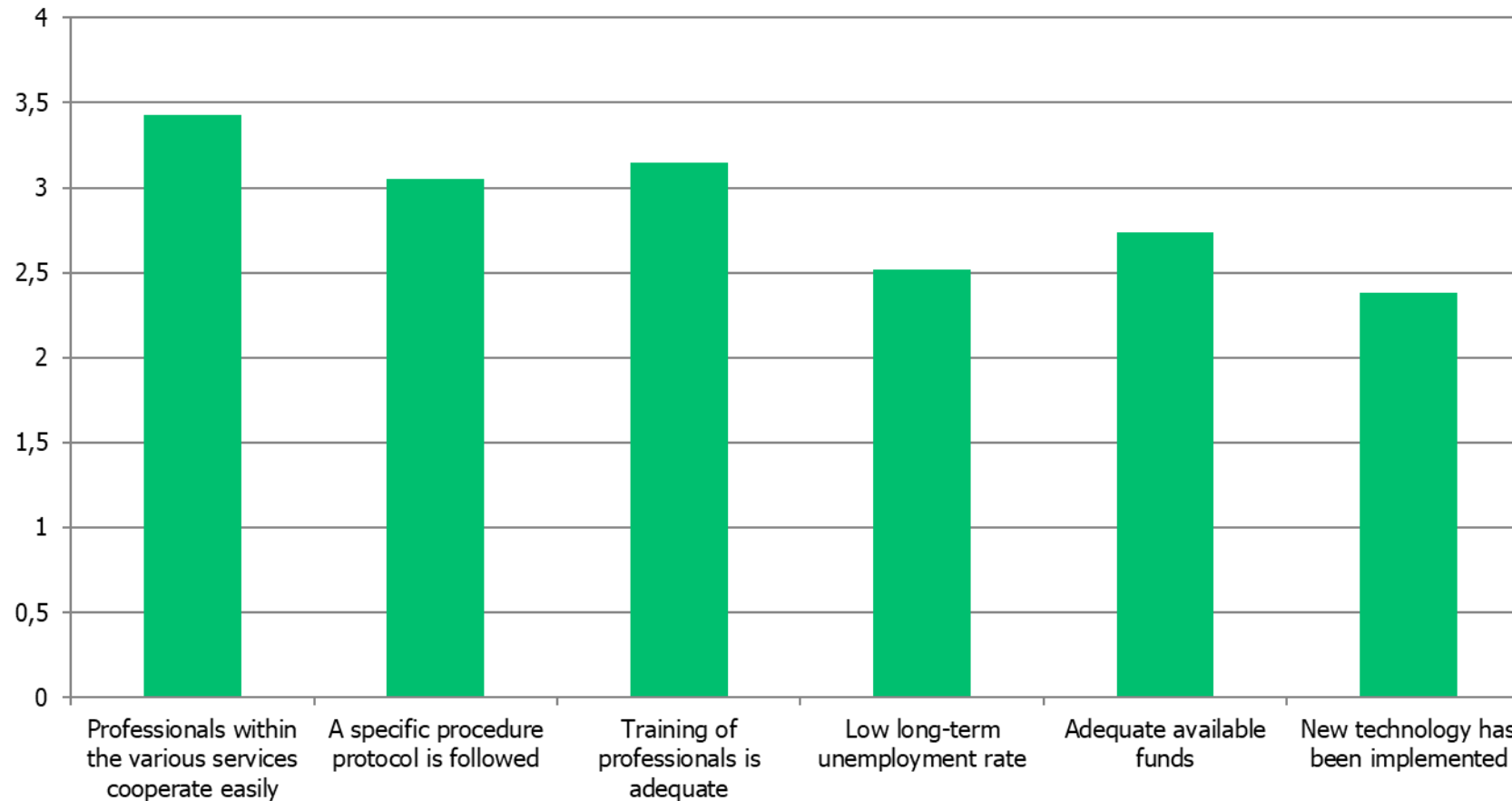
Barriers

What are the major barriers (external and internal) of your model of intervention in addressing the social needs of people furthest from the labour market?



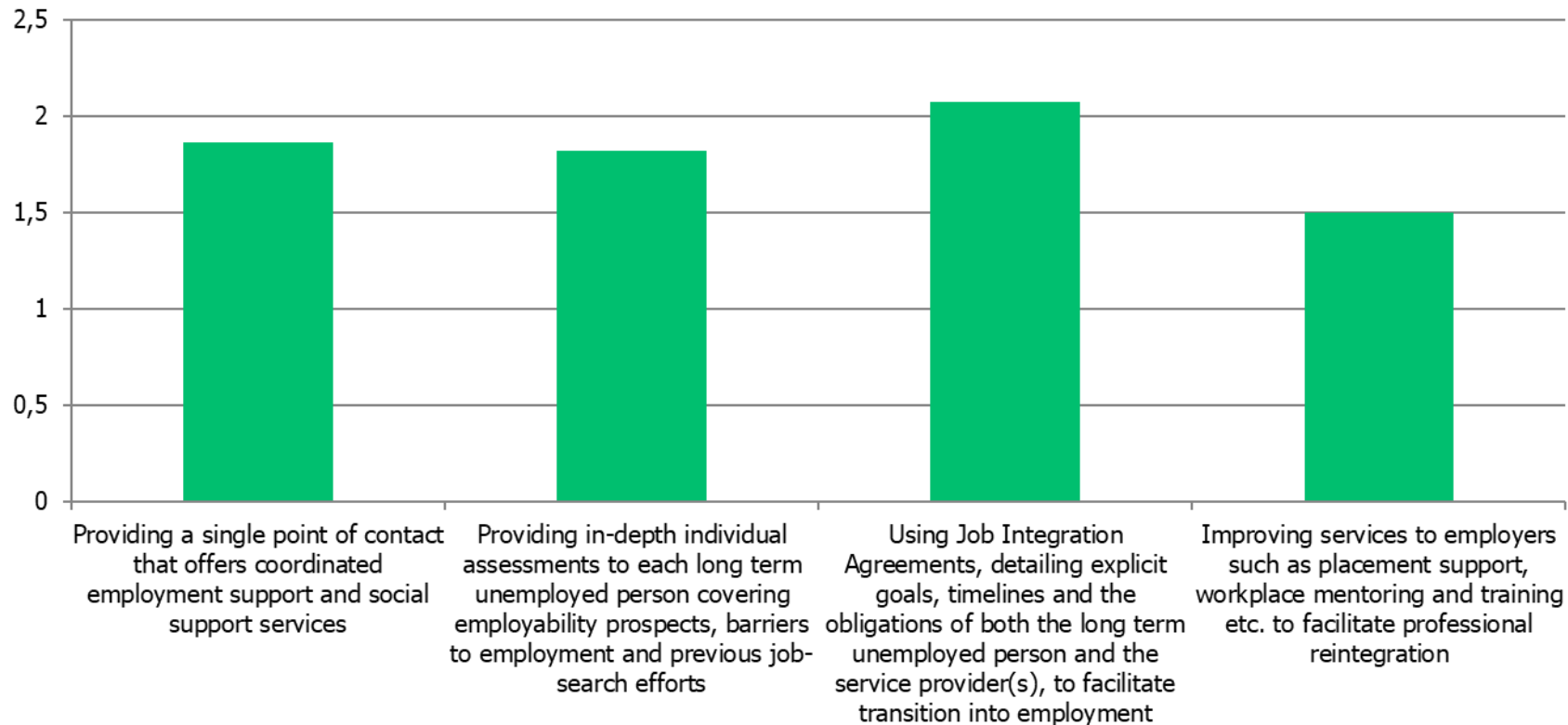
Policy Integration: Drivers of Success

If YES, because (1=not relevant to 4=very relevant):



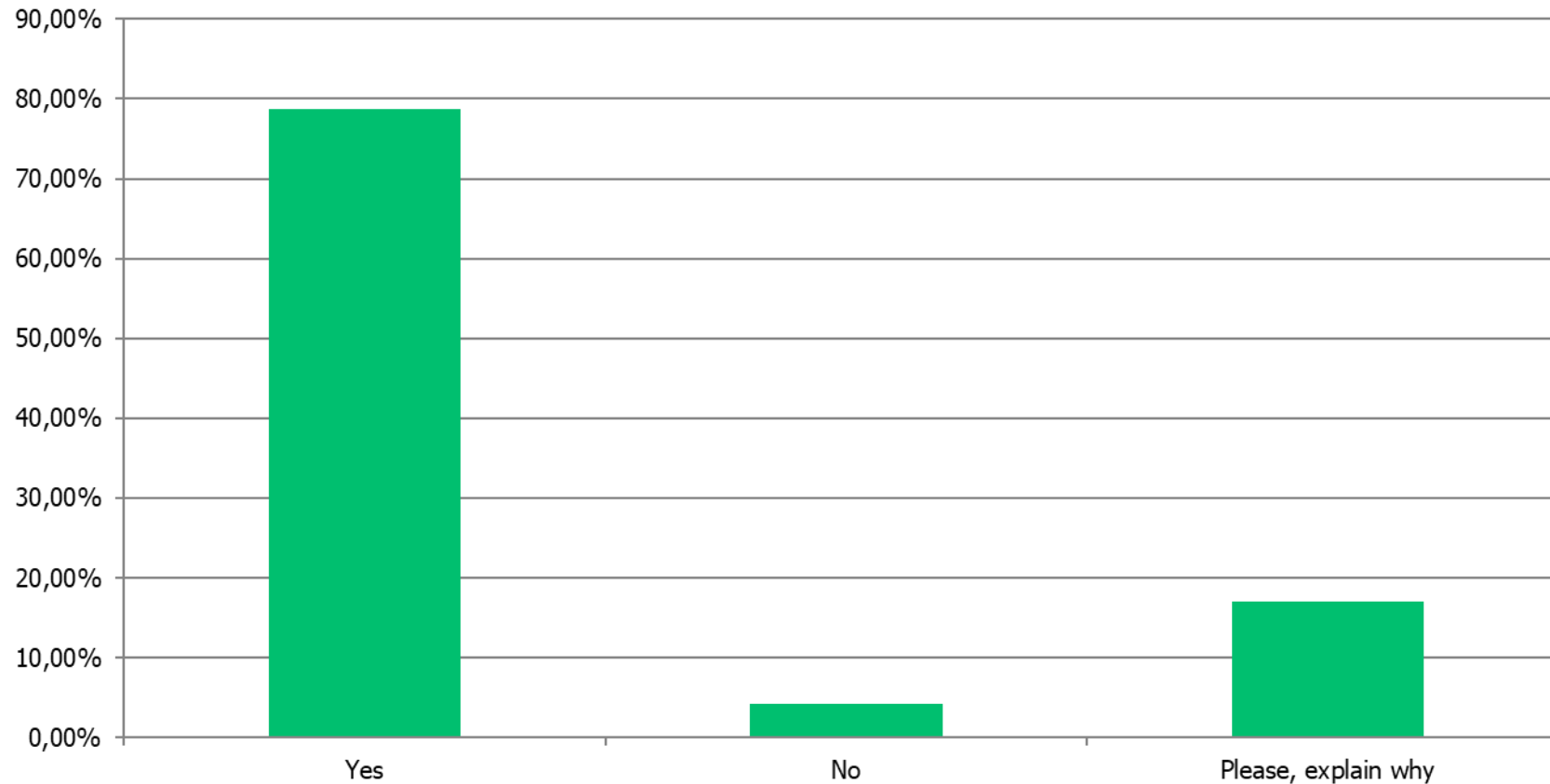
Policy Assessment I

To what extent do you agree or disagree that the following measures are still relevant to help long-term unemployed find a job?



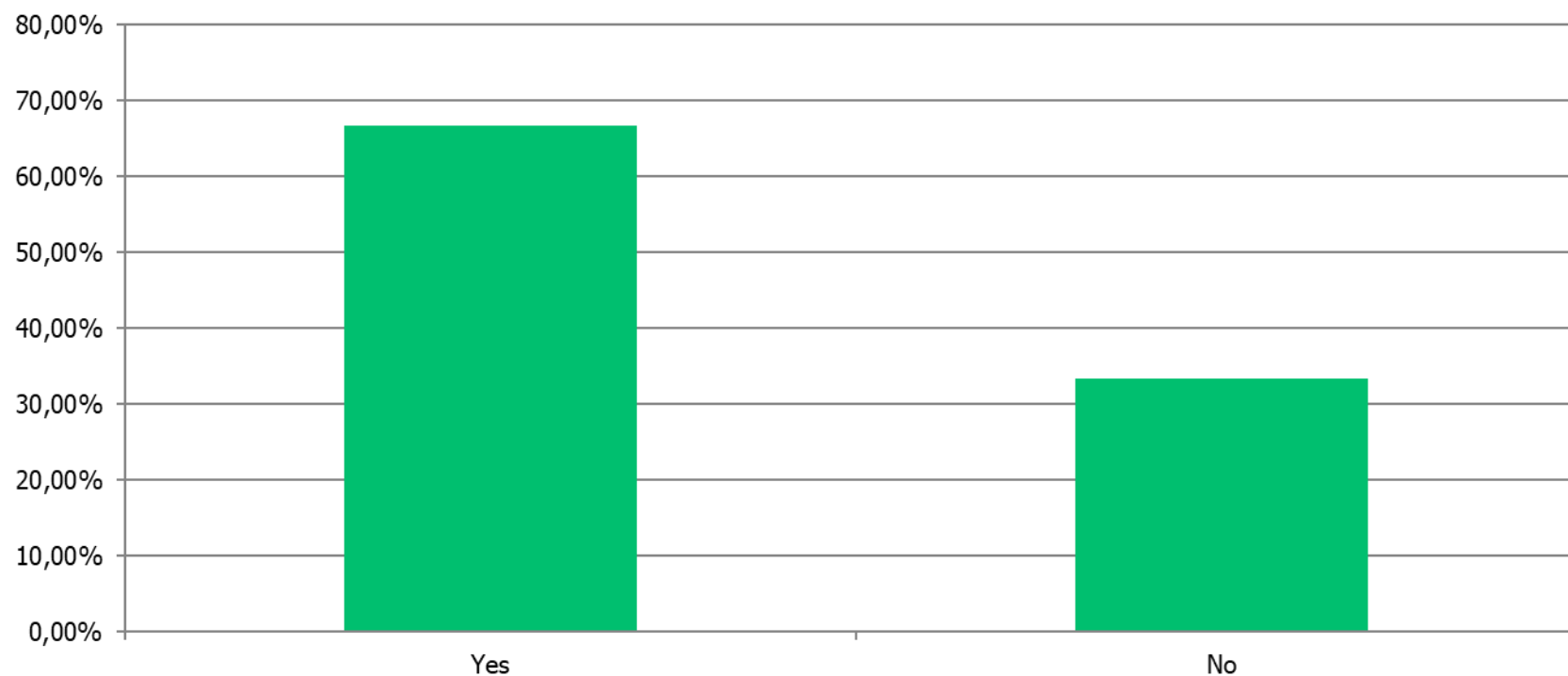
Policy Assessment II

In your opinion/experience, is it useful to have a targeted EU policy to tackle LTU?



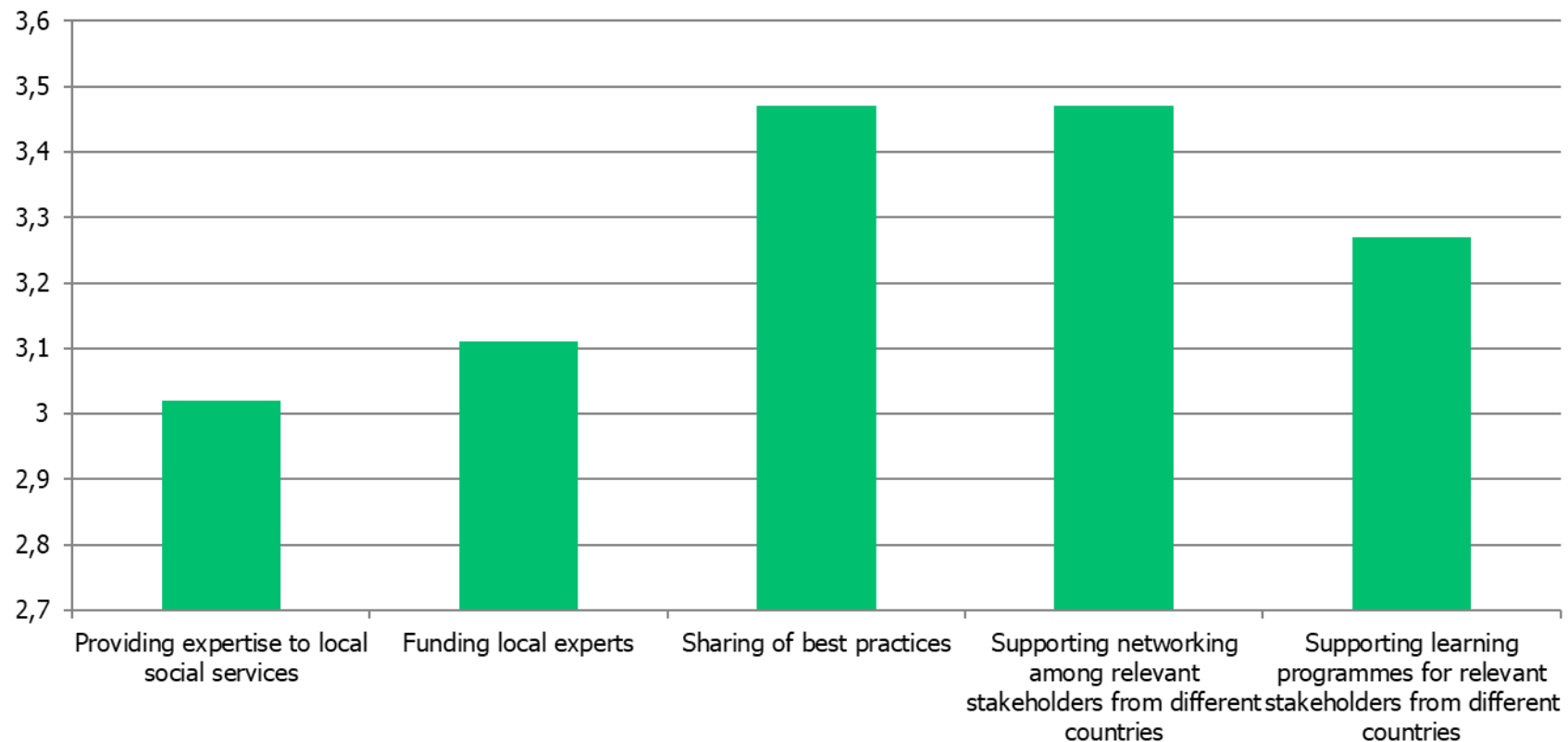
EU Funds Usage I

Do you use EU funds for the local implementation of social and employment services programmes?



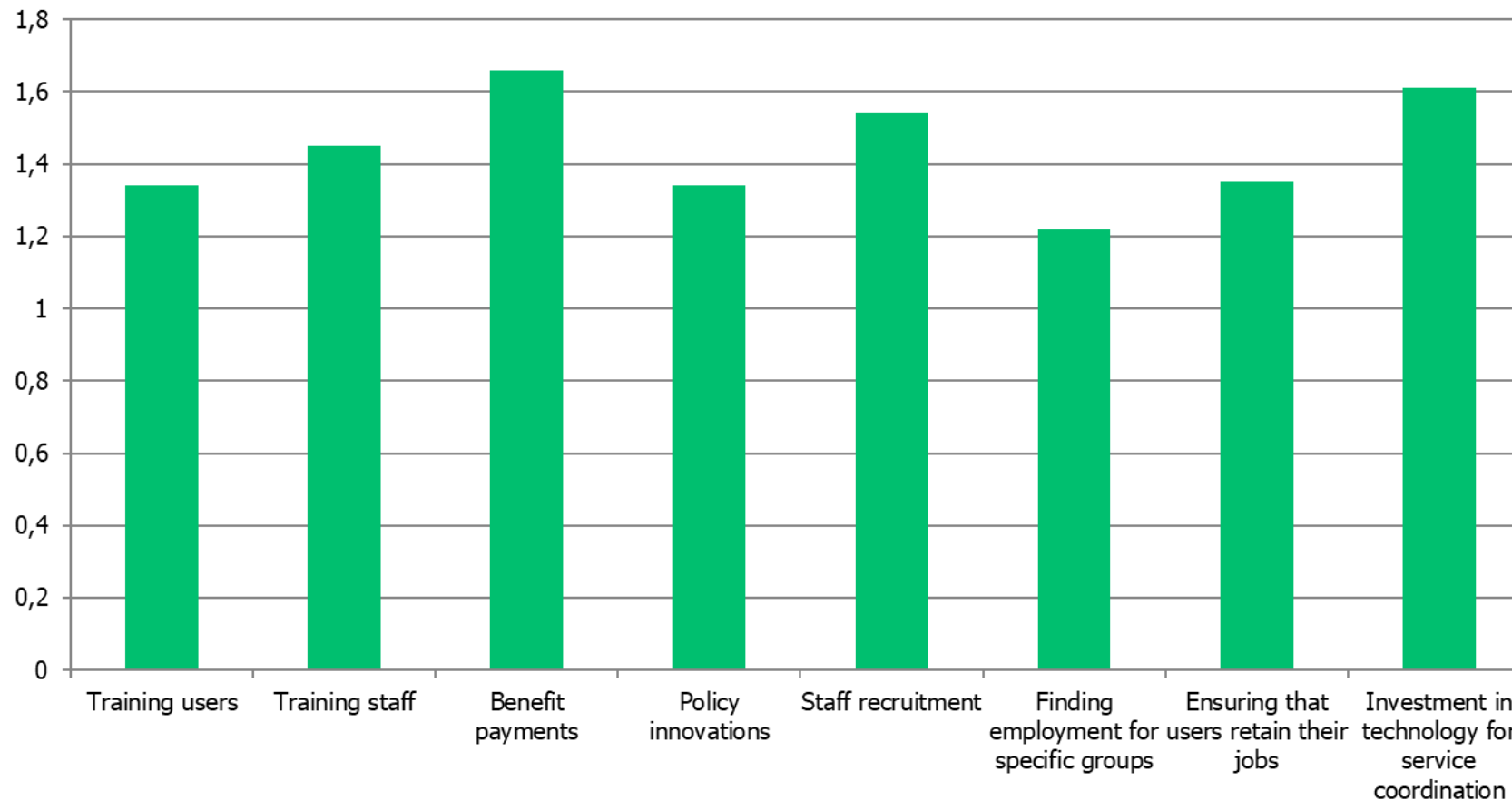
EU Funds' Usage II

Beyond specific funds linked to EU programmes, how could the EU help local active inclusion policies (1=not important to 4=very important)?



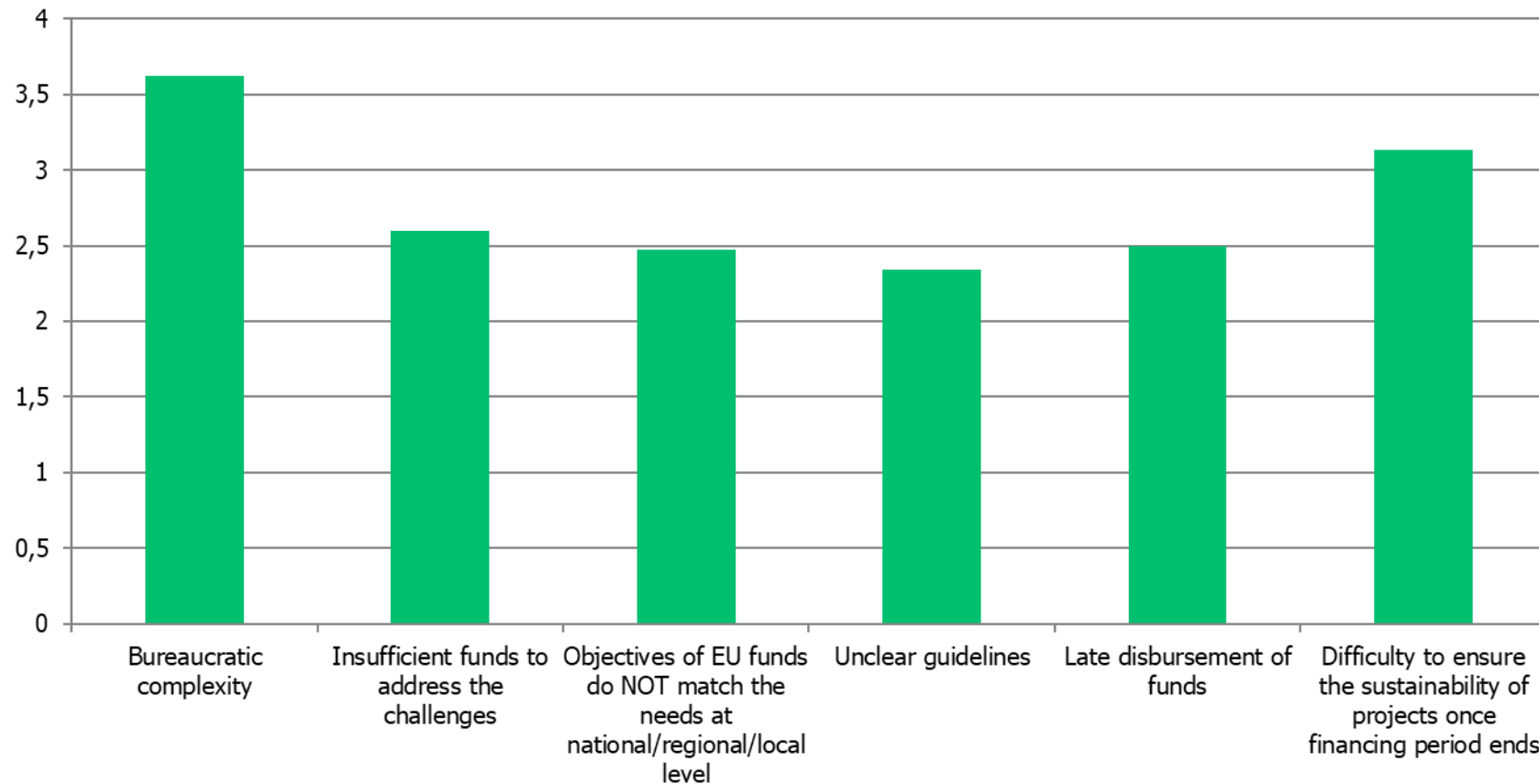
Purpose of EU Funds' Usage

Currently, what are your accessed funds specifically used for?



EU Funds' Limitations

What are the main limitations in EU regulation regarding the use of EU funds?



Effective Inclusive Activation



- Training and problem pressure management: **professionalization** is of utmost importance
- 'Flexible' funds availability: flexible funds are required in order to reach more effectively the **targets**
- Multilevel management strategy: specific managerial skills are required in order to cope with **multilevel goals and policy instruments**

Conclusion



- 'Streamlining' of:
 - best practice sharing
 - simplification of EU funding procedures
 - small scale in-depth 'exchange' workshops
- Next research steps:
 - best practice analysis
 - best practice modelling
 - best practice dissemination (through the policy report)

KEY POPULATIONS IN FOCUS

Minimum income recipients

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Rosa Serrano

Project Coordinator, Community of Madrid, Spain

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LABOUR REACTIVATION AND INSERTION PROGRAMME FOR MINIMUM INCOME RECIPIENTS

***Rosa Serrano, Project Coordinator, Community of Madrid
ESN Seminar - Vienna, 5-6 November 2018***

Labour reactivation and insertion program

- ▶ Started in 2017
- ▶ Objective: integration of minimum income recipients
- ▶ Local authorities and organisations: projects
Community of Madrid: subsidies
- ▶ Budget:
 - ▶ 2017 12,000.000 €
 - ▶ 2018 15,600.000 €
- ▶ Subsidies cover:
 - ▶ Salary costs for job counsellors
 - ▶ Salary costs for participants
 - ▶ Training costs

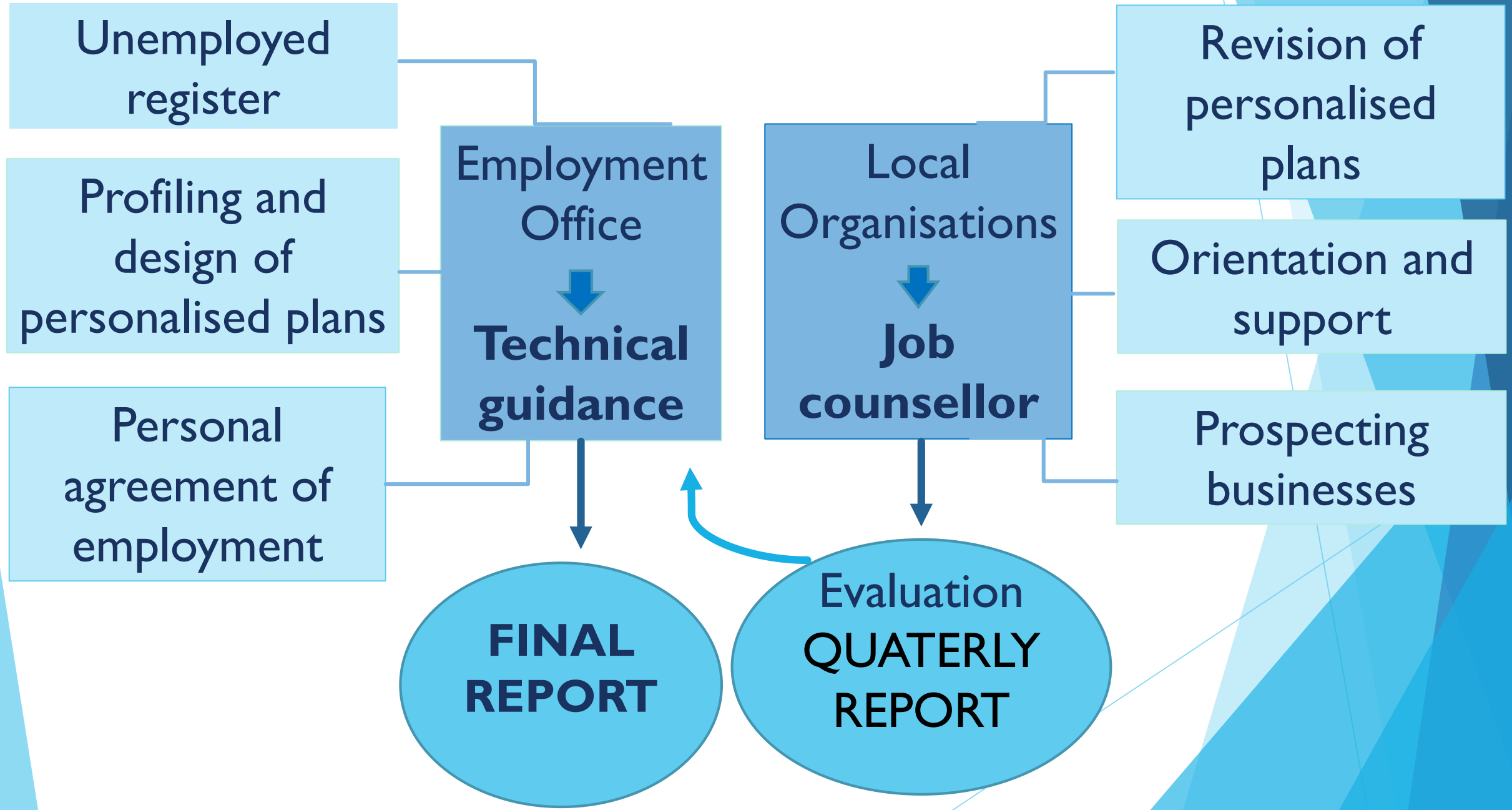
Minimum Income Recipients

- ▶ People with insufficient financial resources
- ▶ From 25 to 65 years of age
- ▶ Permanent residents in the Community of Madrid
- ▶ Individual job-integration plans established with social services

Participants receive:

- A personalised plan established with a job counsellor
- Professional experience (full time contract, at least 12 months).
- Training in transversal skills with a strong impact on employment (90-120 hours):
 - Employment searching skills
 - New IT technologies
 - Foreign language skills
 - Social skills, etc

ORIENTATION SERVICE



RESULTS 2017

Municipalities	19
Participants	1,612
LTU hired	772
Job counsellors	26

KEY POPULATIONS IN FOCUS

People at high risk of social exclusion

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Zsuzsanna Szollár

Directorate-General for Social Affairs and Child
Protection, Hungary

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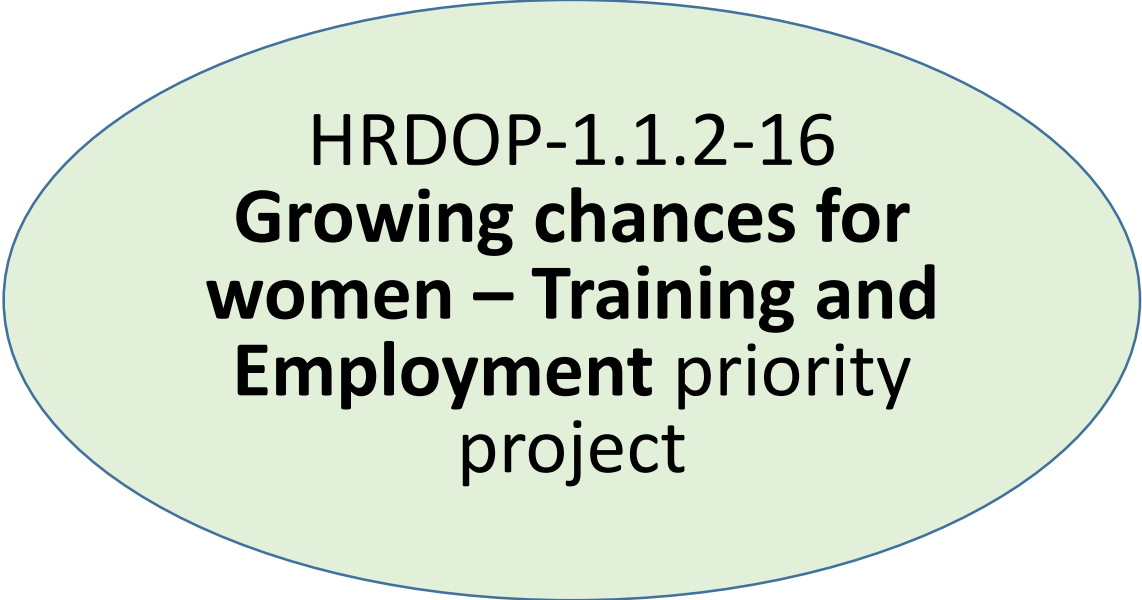


Directorate-General for Social Affairs and Child Protection

People at high risk of social exclusion (EN)
**GROWING CHANCES FOR WOMEN – TRAINING AND EMPLOYMENT
PRIORITY PROJECT**

Zsuzsanna Szollár **Project Manager**
www.szgyf.gov.hu - HUNGARY

Human Resource Development Operational Program (HRDOP)



HRDOP-1.1.2-16
**Growing chances for
women – Training and
Employment** priority
project

Goals:

- Training
- Employment
- Social inclusion

Instruments, location: social care homes maintained by our Directorate-General for Social Affairs and Child Protection

The target group of Project (HRDOP 1.1.2-16):

- Roma women
- Other disadvantaged Roma people



➤ The employment rate of Roma population is far below the Hungarian average; 23,8% of Roma women are employed (2014)

➤ Peripheral Situation: Lack of Employment and Education
Poverty → Prejudices → Mistrust → Lack of →
information → Public Services are not being used →
Poverty, exclusion

➤ Solution: employment and job-embedded training!

Location of training and practice

Social institutions (residential nursing care facilities for mental health, substance abuse, the elderly and disabled, children's homes):

- Social work workforce shortage, turnover of staff – 500-600 vacancies
- Importance of professional training
- Employment of unemployed Roma  filling shortage areas
 reaching the (disadvantaged) target groups

Community-based services – Social care homes in Hungary



Employed Roma participants in the social care homes



Main results so far

- Indicator number: training and employment of 900 persons
- Due to the big interest: 1100 persons participating
- Working in 65 social and child care institutions/homes
- 60 persons obtained child and youth supervisor qualification
- Continuous examination
- Learning of Roma, English and German languages
- Employment Status of the target groups during the project:
 - Occasional employees: 323 persons
 - Unemployed: 522 persons
 - Never worked: 166 persons

Novelty of the Project

- Job-embedded training (job + training at the same time)
- bringing the target group closer to the world of work (regularity, making money etc.)
- Acquiring knowledge and putting the knowledge immediately into practice
- In addition to qualification, they can also gain long-term work
- Helpers from help receivers
- From aid receivers contributors and consumers – GDP growth
- Example for their family and children
- Reduction of marginalisation, social inclusion

A middle-aged man with grey hair and a mustache is sitting on a bed. He is wearing a white short-sleeved button-down shirt. Behind him is a headboard with a brown and gold patterned border and a beige textured center. To the right, on the white wall, is a black corded telephone with some papers pinned next to it. The bed has a red and yellow checkered blanket. The man is looking directly at the camera.

**Now, I've been living here for a long time,
almost 21 years.**

A medium shot of two women sitting at a wooden table. The woman on the left has blonde hair and is wearing a yellow t-shirt and a gold chain necklace. The woman on the right has dark hair with sunglasses on top and is wearing a grey t-shirt. They appear to be in a meeting or interview setting. A third person's arm is visible on the far left.

**I hope that once this project ends,
the learning and the 3-year project,**





Directorate-General for Social Affairs and Child Protection

THANK YOU FOR YOUR ATTENTION!

Zsuzsanna Szollár Project Manager
www.szgyf.gov.hu

KEY POPULATIONS IN FOCUS

Young people with disabilities

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Vikki Walters

Strategic Lead for Disability Employment,
Gloucestershire County Council, United Kingdom

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Employment for Young People with Disabilities

Vikki Walters

Strategic Lead for Disability Employment
Gloucestershire County Council



- Assisted Internship Model – supported internship programme for young people in their last year of education who have special educational needs or disabilities
- Funded by Education and Skills Funding Agency (ESFA)
- Supported by money from Department for Work and Pensions (DWP) Access for Work (ATW) fund
- Interns receive help finding work after the internship through GCC's Forwards Team

When I Grow Up I want to be...



- Aspirations for young people with disabilities are usually set low by people around them
- All young people have dreams and aspirations – AIM helps disabled youngsters to achieve theirs
- There is a statutory requirement in the UK to provide young people with the holistic support they need to grow up into adults who can contribute fully in their communities

The Benefits



- Raises aspirations of disabled people, families, professionals and society
- Helps young people to develop work skills and confidence they need in the workplace
- Helps employers to understand more about disability and how they can support employees
- Helps to eliminate workless households
- Helps to manage demand on health and social services
- Can contribute to reducing social issues

Success



- **79** number of young people have completed the programme
- **41** have secured paid work (**52%**)
- **39** are still in paid work
- **8** currently receive financial package of support from Social Services
- **74** employers have taken part in the programme
- **£400k** saving to the Education budget in 2017

What the Young People Say

- It has increased their confidence, freedom and independence



- They have their own money and they can contribute to paying the bills
- They can save to buy their own place to live