Inclusive Activation

Supporting the social inclusion of people furthest from the labour market

5-6 Nov 2018, Vienna (Austria)

DAY 2
Initial findings of research undertaken by ESN

Paolo Graziano, Professor, University of Padua, Italy
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:

- National level
- Regional level
- Local level
- Third sector
- Private sector
- International/European organisation
- Other (please specify)
Coverage

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

- Housing
- Education
- Healthcare
- Employment
Roles performed

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

- Planning of services
- Procuring & contracting of services
- Provision of services
- Accreditation & registration of service providers & professionals
- Inspection & quality assurance of services
- Regulation & policy development for services
- Administration & provision of cash benefits for users
- Researching
- Other (please specify)
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?

- Lack of clear mandate: 2.5
- High workload: 3.5
- Lack of adequate training: 2.5
- Lack of funding: 3.0
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?

- Many people in long-term unemployment
- Policy integration
- Inadequate funding of policies
- Lack of public-private partnerships
- Lack of service integration in one-stop shop
- Lack of technological innovation
- Lack of adequately trained professionals
Policy Integration: Drivers of Success

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

- Professionals within the various services cooperate easily
- A specific procedure protocol is followed
- Training of professionals is adequate
- Low long-term unemployment rate
- Adequate available funds
- New technology has been implemented
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?

1. Providing a single point of contact that offers coordinated employment support and social support services
2. Providing in-depth individual assessments to each long term unemployed person covering employability prospects, barriers to employment and previous job-search efforts
3. Using Job Integration Agreements, detailing explicit goals, timelines and the obligations of both the long term unemployed person and the service provider(s), to facilitate transition into employment
4. Improving services to employers such as placement support, workplace mentoring and training etc. to facilitate professional reintegration
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?

Yes: 70,000%
No: 30,000%
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)?

- Providing expertise to local social services: 2.9
- Funding local experts: 3.1
- Sharing of best practices: 3.6
- Supporting networking among relevant stakeholders from different countries: 3.5
- Supporting learning programmes for relevant countries: 3.2
Purpose of EU Funds’ Usage

Currently, what are your accessed funds specifically used for?

- Training users
- Training staff
- Benefit payments
- Policy innovations
- Staff recruitment
- Finding employment for specific groups
- Ensuring that retain their jobs
- Investment in technology for service coordination
EU Funds’ Limitations

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

- Bureaucratic complexity
- Insufficient funds to address the challenges
- Objectives of EU funds do NOT match the needs at national/regional/local level
- Unclear guidelines
- Late disbursement of funds
- Difficulty to ensure the sustainability of projects once financing period ends
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
Rosa Serrano
Project Coordinator, Community of Madrid, Spain
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

- Unemployed register
- Profiling and design of personalised plans
- Personal agreement of employment
- Employment Office
  - Technical guidance
- Local Organisations
  - Job counsellor
- Revision of personalised plans
- Orientation and support
- Prospecting businesses

- Final Report
- QUATERLY REPORT

Evaluation
# RESULTS 2017

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<tr>
<th>Category</th>
<th>Value</th>
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<td>Municipalities</td>
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<tr>
<td>Participants</td>
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<td>LTU hired</td>
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<tr>
<td>Job counsellors</td>
<td>26</td>
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</table>
KEY POPULATIONS IN FOCUS
People at high risk of social exclusion

#InclusiveActivation
Zsuzsanna Szollár
Directorate-General for Social Affairs and Child Protection, Hungary
People at high risk of social exclusion (EN)
GROWING CHANCES FOR WOMEN – TRAINING AND EMPLOYMENT PRIOR noury PROJECT

Zsuzsanna Szollár Project Manager
www.szgyf.gov.hu - HUNGARY
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
Now, I’ve been living here for a long time, almost 21 years.
I hope that once this project ends, the learning and the 3-year project,
THANK YOU FOR YOUR ATTENTION!

Zsuzsanna Szollár Project Manager
www.szgyf.gov.hu
KEY POPULATIONS IN FOCUS
Young people with disabilities
Vikki Walters
Strategic Lead for Disability Employment, Gloucestershire County Council, United Kingdom

#InclusiveActivation
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