



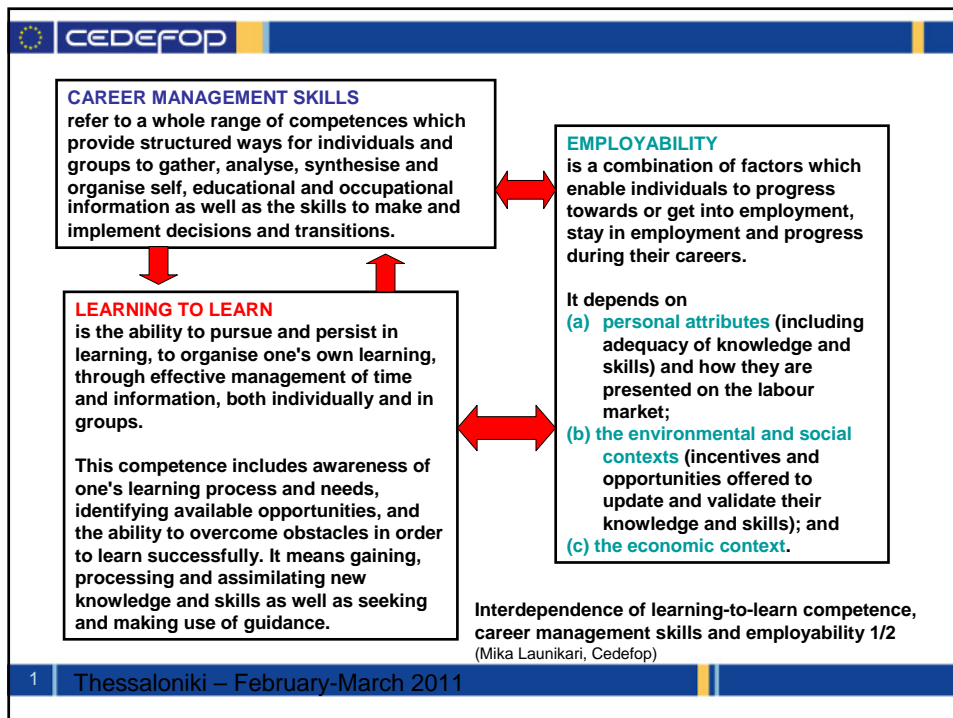
TOWARDS EMPLOYABILITY –

Learning-to-learn and career management skills supporting successful transitions

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LEARNING TO LEARN
CAREER MANAGEMENT
EMPLOY ABILITY

Interdependence of learning-to-learn competence, career management skills and employability 2/2 (Mika Launikari, Cedefop)


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EU POLICY CONTEXT

- High youth unemployment in the EU 27: **21.0%** in December 2010
- Europe 2020 Strategy aims at
 - > reducing the share of early school leavers to 10% (**14.4%** in 2009)
 - > increasing the share of young people with tertiary education or equivalent from **31%** currently to at least 40% by 2020
- By 2020 an employment rate of 75% for all people between 20-64yrs (EU27 employment rate at **68.8%** in 2010)
- Youth on the Move (part of EU's Europe 2020 strategy) includes actions aimed at making education and training more relevant to young people's needs -> increase **young people's employability and access to the labour market**
- Member States through the European Lifelong Guidance Policy Network (ELGPN) are developing their **guidance service provision** to address the learning and career management needs of all citizens.

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STARTING POINT: The overall policy goal across the European Union is to create good conditions for supporting young people's smooth transition from adolescence into a meaningful adulthood, with career and learning opportunities, partnership and parenthood, financial and residential independence.

AIMS OF THE CEDEFOP STUDY ON GUIDING AT-RISK YOUTH THROUGH LEARNING TO WORK (2010) WERE

- **Identify and examine guidance measures for at-risk youth that support**
 - school completion (preventative)
 - reintegration of early school leavers (remedial)
 - **transition process from education to work**
- **Identify good practice across Europe**
 - EU27, IS, NO, examples from FYROM, HR, TR provided by ETF
- **Provide recommendations for future policy action**

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Examples of working life familiarisation measures found across the EU27 (and beyond)

- **Work experience as part of compulsory education**
- **Apprenticeships (IVET)**
- **School and work alternation initiatives**
- **Holistic guidance service centres for young people**
- **Online guidance tools supporting the transition process**
- **Entrepreneurship education**
- **Career fairs and company visits**

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SOME GENERAL CONCLUSIONS CONCERNING EDUCATION TO WORK TRANSITIONS

- **Development of career management skills** can shorten the transition and improve the ability to manage changes in the world of work as well as the use of information about career & learning opportunities.
- **Development and expansion of guidance delivery mechanisms** should in particular aim at addressing the specific needs of at-risk youth
- **Providing working life familiarisation opportunities** can be particularly important for disengaged youth preferring a kinaesthetic approach to learning

To summarise, EFFECTIVE PRACTICE TO BE ESTABLISHED AND BE BASED ON a joined-up, multi-agency and professional approach providing personalised guidance (ideally with parental involvement)

-> **CURRENT CHALLENGES:** lack of coordination, partnerships not always working, insufficient strategic overview, lack of long-term funding (vs. project-based funding)

MAIN RECOMMENDATIONS

- Guidance to be an integral part of preventative, reintegration and transitional approach addressing early school leaving, not limited to a specific point in life
- Guidance through informal and non-formal means is vital in the absence of professional guidance
- Guidance service provision to be easily accessible for those in greatest need and be complemented by outreach measures for engaging the hardest-to-help groups
- Sufficient time, financial and human resources required to make a real impact (e.g. the crisis has heightened the need for guidance for at-risk youth, future investment in transition support and after-care needed, etc.)
- Quality of the guidance offer on IVET routes to be improved
- Policy dialogue with young people to be intensified

CEDEFOP REPORT on

**Guiding at-risk youth through learning to work -
Lessons from across Europe**

can be accessed at

<http://www.cedefop.europa.eu/EN/publications/15534.aspx>