

Outcomes of the Round table discussions

First Employment: first job - lost cause?

Fostering equal opportunities
for youth applying for their first jobs

Current problems:

- Youth vulnerable to exploitation
- “Wage penalty”
- Over-qualification
- Gap between education and the needs of the labour market
- Lack of information (Leonardo, Youth in Action)
- Setting of the labour market policy (minimum wage, benefits...)

Support for the search for the first job:

- Formal networks (Alumni networks etc.)
 - Informal networks – youth clubs etc.
- (“You are more likely to get a job going to a pub than going to a job centre”)
- Information share (use the group's experience!)
 - Regional governments offering internships for graduates
 - Recognition of non-formal education

4 service providers for young people:

- **Youth parliaments,
Youth Councils**
- **Private sector**
- **Regional authorities**
- **Volunteering sector**

Youth parliaments

- lack of information ~ need for workshops, information dissemination, job search consulting
- public interaction and experience share between youth and members of youth parliaments
- youth using youth parliaments to make strong statements to regional authorities and taking appropriate action

Private sector

- more job fairs, seminars at universities
- business games – getting creative business ideas from young people, networking
- improved cooperation between the business sector and universities
- career advice
- more graduate programmes and job training in companies
- practical job training combined with

Regional authorities

- lack of knowledge about the resources available
- more communication and promotion of Eurodysee – get more people involved
- create possibilities for youth to get part-time/temporary jobs
- reducing bureaucracy for hiring a young person – making the school to job transition easier
- provide support (financial, professional) to programmes improving youth employability (e.g school classes, information centres attractive to youth)

Volunteering sector

- **lack of information and positive image of volunteering** ~ better promotion and positive image building via popular format (FB, Twitter, Youtube)
- **lack of recognition** ~ promotion of certificates recognising the experience (YouthPass)
- **lack of incentives** ~ incentives for volunteering and offering voluntary positions (tax payback, non-financial benefits etc.)

Best practices:

Croatia:

The first year the company does not have to pay the taxes for the young worker

The Netherlands:

Certificates stating the work experience, even the informal one

Sweden:

Guaranteed job offer after the three months unemployment

“Youth towards work” initiative

Thank you for your attention!