

COUNTRY

INDEX

Introduction	2
Part I Context	3
Facts & Figures	3
Legal framework	4
EDUCATION: policy to support individual knowledge	4
WORK: Labor market policy to enhance re-employment of youth	4
WELFARE: social policy to support individual welfare of youth	5
Opportunities	5
Which sectors experience a growth in your country?	5
What are the bottleneck professions in your country and for what reasons?	5
Part II Best practices & future (to fill in after meeting in your country)	6
Best practices	6
Future	6
Ideas, suggestions in order to activate young people	6
Recommendations to policy makers	6

INTRODUCTION

In 'part one' each partner can offer some 'facts & figures' and 'legal framework' which gives an idea about the context of the host country. The aim is not to be complete nor to compare with other countries, but to give relevant information in order to help the participants/visitors to better understand the 'best practices' presented to them during the coming meetings.

After the meeting, the host partner can be asked to complete 'part two'. Best practices can be 'tools, programs, initiatives, methodologies...' which have proven to be effective in enhancing the employability of young people and in activating them. During the meeting the presented 'best practices' can be discussed: what are the results? what are their strengths/weaknesses? Are there other opportunities? Are there new ideas/suggestions? What about the transferability to another country? Are there any recommendations to make towards policy makers?



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PART I CONTEXT

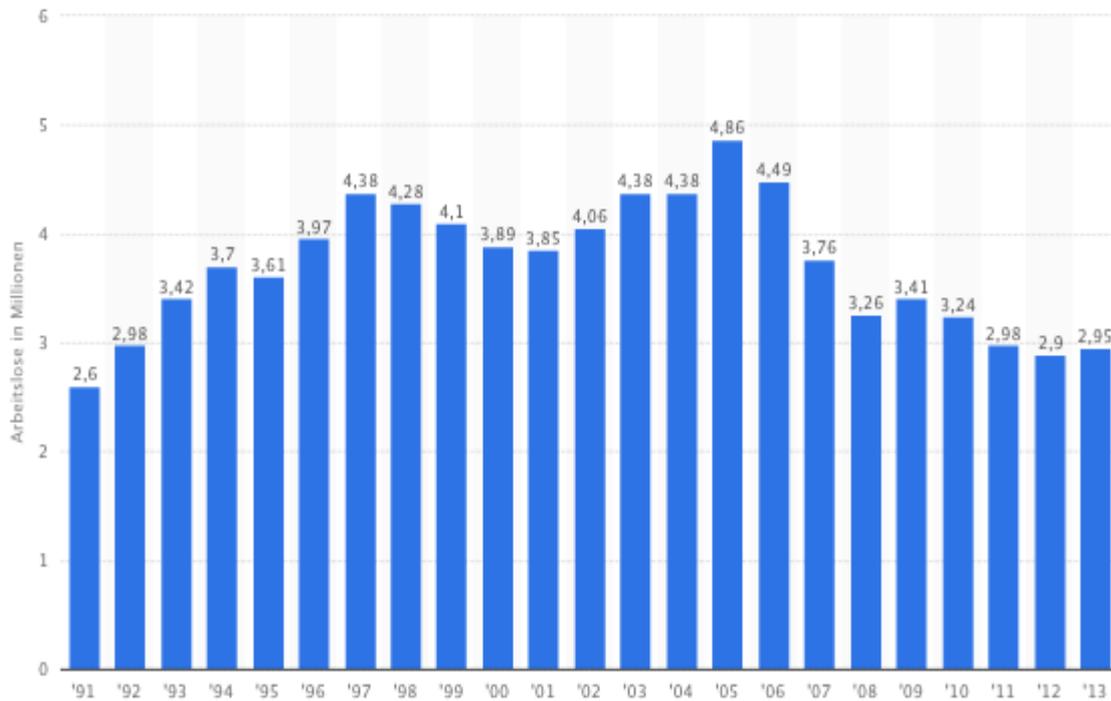
FACTS & FIGURES

1. Unemployment rates of your country: national, regional, local averages





Arbeitslosenzahl in Deutschland im Jahresdurchschnitt von 1991 bis 2013 (in Millionen)



Weitere Informationen:

[Kostenlosen Basis-Account freischalten](#)

Quelle:

[Kostenlosen Basis-Account freischalten](#)

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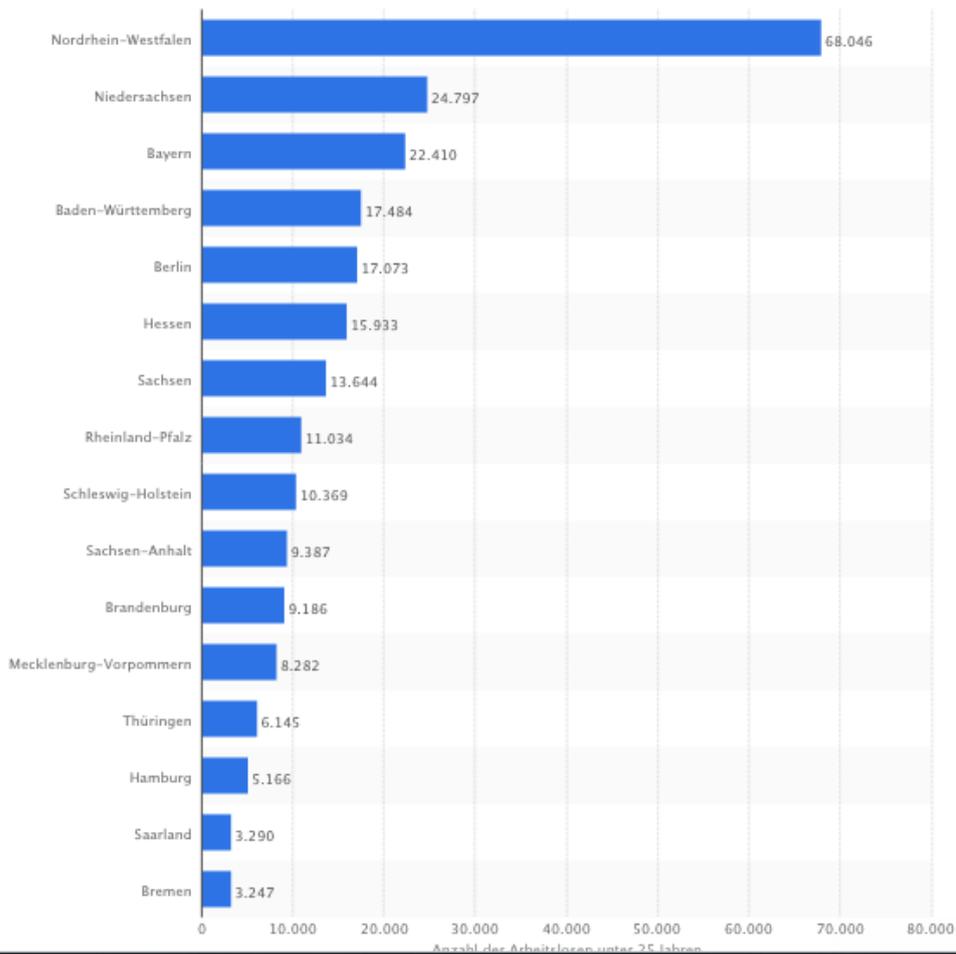
Lesehilfe

Die Statistik bildet die Arbeitslosenzahl in Deutschland im Jahresdurchschnitt von 1991 bis 2013 ab. Im Jahr 2013 waren durchschnittlich rund 2.95 Millionen Personen arbeitslos gemeldet.

- Youth unemployment rates of your country: national, regional, local averages (please include figures for those not in the youth category so above 25 years as it would be a useful comparison)



Anzahl der jugendlichen Arbeitslosen (15 bis unter 25 Jahre) in Deutschland nach Bundesländern im Dezember 2013



Unemployment rate Berlin 11%

Unemployment rate under 25 Berlin 13%

Unemployment number Berlin 200.000

April 2015 - Köln, Data from Work agency

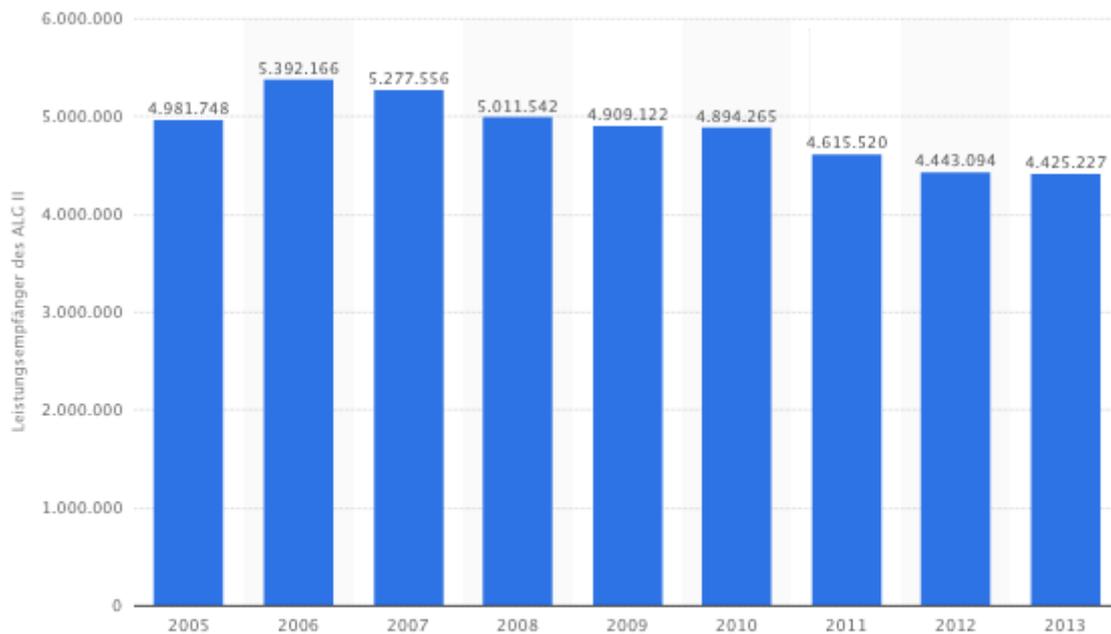
Criteria	Current month	Changes to the month before
Jobless people in total	54.254	347
Jobless people Jobcenter	12.871	-224
Jobless people Work Agency	41.383	571
Quota in total	9,8	-0,1
Quota Jobcenter	2,3	-0,1
Quota Work Agency	7,5	0,0

3. Number or percentage of people receiving a work disability benefit and/or youngster below 25 years

People with disabilities get benefits in a way that e.g. they do not pay for public transport, get reductions in other public services etc. They do not get a direct payment for being disabled. Having a disability and in order to judge the severity of it, a so called degree of disability is used (Grad der Behinderung GdB) to determine it by the so called "Versorgungsämter". The GdB can go from 20 to 100 divided into 10-er numbers. Since 2008 there is the opportunity for people with disabilities to apply for a personal budget. They can apply for this instead of receiving benefits for things they need and for which they need to apply separately etc. The idea is that they receive money instead of materials, products etc. so that they can decide on their own for what kind of services they would like to spend it and what they need in order to build up their lives as they want to. This changes a person that receives help to an employer that decides on its own. They can spend the money for help in the household, assistance in dealing with the helping system, visits to doctors, assistance in work and education. The amount of the budget depends on the degree of support the people with disability need. Some have less than 200 EUR per month; others need 1000 EUR or more in case of a 24/7 support. The average budget is 500 EUR/month. Companies that want to employ people with disabilities receive upon request and a check of proof a so called "Minderleistungsausgleich" – this means that they receive a benefit to compensate a performance that might be below the "average" level of a employee that is not disabled. They could also get personal support in case somebody needs that kind of assistance and working places can be reshaped to the needs of the disabled person. This is paid by the so called "Integrationsfachdienste".



Leistungsempfänger von Arbeitslosengeld II im Jahresdurchschnitt von 2005 bis 2013



Weitere Informationen:

[Kostenlosen Basis-Account freischalten](#)

Quelle:

[Kostenlosen Basis-Account freischalten](#)

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Lesehilfe

Die Statistik bildet die durchschnittliche Anzahl der Leistungsempfänger des Arbeitslosengeld II von 2005 bis 2013 ab. Im Jahr 2013 bezogen durchschnittlich 4.425.227 Personen in Deutschland Arbeitslosengeld II.

4. Unemployment benefits of your country
(Criteria to get them, minimum amount, duration, difference in age categories, ...)

Two different unemployment benefits in Germany:

1. Unemployment Benefits (Arbeitslosengeld I)

You are entitled to unemployment benefit if you fulfil all of the following requirements: You must be unemployed, you must have completed the qualifying period and you must have registered as unemployed in person.

In accordance with the German Social Code book three (SGB III) there are two types of registration at the Employment Agency:

Registration as seeking employment

Your registration as seeking employment is necessary to have the Employment Agency support you in finding a new job.

A legal obligation to register as seeking employment exists at the latest three months before finishing an employment relationship or extra-company training relationship. You must register in person with an



Employment Agency. If there are less than three months between knowledge of and the actual end of the employment relationship or training relationship, the registration must be made within three days after knowledge of the end date.

In order not to miss the deadlines, you can also [register as seeking employment online](#) or by calling +49 (0)800 4 5555 00 (free phone number). A prerequisite for the effectiveness of your registration online or by phone is, however, that you make an appointment for personal registration as seeking employment at the employment agency. This saves you additional and unnecessary ways and waiting time.

Even if your employer holds out further employment or the continuation of the employment relationship or training relationship will be claimed in a court of law, the duty to register still exists.

Please note that there can be a period of exclusion from benefits of one week if you do not - as explained above - register as seeking employment with an Employment Agency.

Registration as unemployed

The registration as unemployed serves as an assurance of your financial entitlements. It is an essential requirement to obtain unemployment benefit and must be done at the latest on the first day of unemployment (at the earliest three months before) in person with the Employment Agency responsible for your place of residence.

Forms for registering as unemployed are available at your competent Employment Agency, they are not available online.

Source: <http://www.arbeitsagentur.de/web/content/EN/Benefits/UnemploymentBenefit/index.htm>

2. Unemployment Benefit II (Arbeitslosengeld II) / Social Benefit (Sozialgeld)

All persons capable of work and eligible for benefits can receive unemployment benefit II from the age of 15 years until the legally stipulated age limit between 65 and 67 years. Persons not capable of work can receive social benefit. Unemployment benefit II and social benefit are benefits to secure a livelihood. Legislation determined to what each individual is entitled to in the so-called "normal requirement" (Regelbedarf).

Normal requirement

The normal requirement globally covers the costs of food, clothing, household energy (without heating and warm water generation), personal hygiene, household effects, needs of everyday life, as well as to a reasonable extent also relations to the environment and participation in cultural life.

Singles, single parents, as well as adults with a minor partner are entitled to the full amount of normal requirement. Since 1 January 2014, this is EUR 391 for all of Germany. The normal requirement for adult partners is EUR 353. Children younger than 6 years receive EUR 229. Between 6 and including 13 years of age this is EUR 261. Children and young persons between 14 and 17 years receive EUR 296. For young adults from 15 years on and below 25 years who live with their parents or who moved without the positive assertion of the municipal authority, this is EUR 313.

Young adults who are 25 years and older must file their own application for unemployment benefit II (Alg II), regardless of the fact whether they live in their own flat or with their parents. Persons living in their own household form a separate benefit community if they are at least 15 years old.



Social benefit

Persons not capable of work but in need of assistance receive social benefit, if a least one person capable of work but in need of assistance lives in their benefit community.

Accommodation and heating

The costs of accommodation and heating are, if they are reasonable, borne to the amount of the actual expenses.

If you own a house or a flat, the costs of accommodation include the costs connected with it, however, not the amortization payment for credits.

Persons below 25 years who want to move out of their parents' home only receive a refund of the costs of accommodation and heating, if the municipal authority agreed to the move. This agreement can be obtained from the contact persons responsible for your benefits. Agreement needs to be obtained if

- the persons concerned cannot live with their parents for "severe social reasons",
- the move is necessary for the integration in the labour market or
- another severe reason exists.

Non-recurring benefits

Beyond the normal requirement you can receive non-recurring benefits as credit, cash or non-cash benefit for

- initial equipment of the flat including household devices,
- initial equipment for clothing (also for pregnancy and birth) and
- the acquisition and repair of medical devices and renting of therapeutical devices.

What is the difference between a benefit community (Bedarfsgemeinschaft) and a household community (Haushaltsgemeinschaft)?

A benefit community consists of a least one person capable of work eligible for benefits, his/her partner, and the unmarried children under 25 years living in the household. Children are, however, only considered for the benefit community, if they cannot meet their requirements through their own income or funds themselves. A partner is per definition: The spouse who does not permanently live separated or the person who lives with the applicant in a relationship similar to a marriage or a registered partnership.

The household community includes everyone living in a household regardless of sex, age and family relations.

What is a relationship similar to a marriage?

A relationship similar to a marriage is a permanent life partnership between two persons which is so close that a mutual responsibility for the partner in case of need can be expected. Evidence for this is in particular a permanent household and economic community, the joint care for children in the household as well as the mutual permission to command the partner's income and funds beyond mutual everyday spending.

What happens if I live in a shared flat?



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No information on the personal situation of the flatmate must be given when applying for unemployment benefit II. In cases of normal shared flats it suffices to indicate the rent share of the flatmate in the form or to declare his/her sublease as income. In a shared flat with several adults capable of work there can thus theoretically be as many benefit communities as there are flatmates in the shared flat.

Source:

<http://www.arbeitsagentur.de/web/content/EN/Benefits/UnemploymentBenefitII/index.htm>

5. Social benefits of your country (if applicable)
(Criteria to get them, minimum amount, duration, ...)

See unemployment benefit II

6. Figures of early school leavers (if available)

EU28 average (12.7% in 2012)
Germany 11 %

7. Existence of any kind of work agency, job center, ... to support 'activation of people' (= getting a job) (name + private or public + short description of their services). Please enclose a picture of the organizational structure of leading jobseekers to work

The **Federal Employment Agency (Bundesagentur für Arbeit - BA)** is the largest provider of labour market services in Germany. It has a network of more than 700 agencies and branch offices nationwide. Our most important tasks are job and training placement, career counselling and providing benefits replacing employment income such as unemployment benefit and insolvency payments. The Family Benefits Office (Familienkasse), which provides child benefit, is also part of the Federal Employment Agency.

The Federal Employment Agency offers a broad range of services on the labour and training market for citizens as well as companies and institutions. To perform these service tasks, it has a nationwide network of Employment Agencies and branch offices at its command.

The main duties of the Federal Employment Agency are:

- placement in training places and workplaces
- vocational guidance
- employer counselling
- promotion of vocational training
- promotion of further training
- promotion of professional integration of people with disabilities
- benefits to retain and create workplaces and
- compensations for reduced income, e.g. unemployment benefit or insolvency payments (Insolvenzgeld).

The Federal Employment Agency furthermore conducts labour market and occupational research, labour market observation and reporting and records labour market statistics. Moreover, it disburses child benefit (Kindergeld) as Family Benefits Office (Familienkasse). It also has the regulatory task to fight benefit fraud.

Source:

<http://www.arbeitsagentur.de/web/content/EN/AboutUs/Detail/index.htm?dfContentId=L6019022DSTBAI525204>

8. The average budget available to reintegrate an unemployed person (on state/municipal level)

We could not find out an average budget. From our point of view, you cannot say that there is an average budget that is available to reintegrate an unemployed person. It depends on the stage of integration level (activation, training, integration to labour market), the profiling of the target group (how far away are they from the labour market?) and the design of the projects (how many FTEs, type of staff profiles (e.g. is a psychologist needed) and contracted time to work with the unemployed persons. It is between 300 EUR/per person (best practice TEP – dual education in part time) and 1.300 EUR in other programs.

Legal framework

EDUCATION: POLICY TO SUPPORT INDIVIDUAL KNOWLEDGE

- Overview of education - 'flow' of an individual (from primary school to ...)
- Minimum age of leaving school
- Specific measures taken to better match with the labor market
- ...

Primary schooling lasts for four years in all German states (*Länder*) – in Berlin and some other states it's six years – and is compulsory for all pupils. After that the teachers decide on the basis of marks at what type of school pupils will continue their schooling: **Hauptschule**, **Realschule** or **Gymnasium** (*Gymnasium* = the most academic stream of secondary education).

In recent years in many states *Hauptschule* and *Realschule* have been amalgamated into 'combined middle schools'.

The student's pathway through schooling is not however at this stage set in concrete, as many parents mistakenly think. Academically good students can transfer from the *Realschule* to the *Gymnasium*, or from the *Hauptschule* to the *Realschule*, sometimes even from the *Hauptschule* to the *Gymnasium*. Or *Gymnasium*-students can change to the *Realschule*.

After successfully completing the *Hauptschule* or the *Realschule* there are many opportunities for attending continuing education and to eventually attain the German equivalent of our VCE certificate (**Abitur**). These options vary from state to state.

In many German states there are also *Gesamtschulen* (comprehensive schools). Here the system doesn't separate students after Year 4 or Year 6 into three different types of school, instead all students attend the same school. *Gesamtschulen* only offer different learning streams in certain subjects.

The obligation of going to school in full time in Germany is generally 10 years.

Source:

<http://einbisschendeutsch.com/links/topics/schulstruktur.htm>

a very good overview on the German school system is available here:

http://www.kmk.org/fileadmin/doc/Dokumentation/Bildungswesen_en_pdfs/en-2014.pdf

The website also provided other interesting information in English on the German school system:

<http://www.kmk.org/information-in-english/the-education-system-in-the-federal-republic-of-germany.html>

Vocational orientation starts from 8th grade in all German schools and lasts until the end (12th grade) in cooperation with external partners (companies, job counselling of the Work Agencies, etc.) After that the young people should be ready for a vocational career. For those who are not ready there is a system that has the aim to achieve this job readiness (job preparing qualifications, youth support activities, activation projects etc.

WORK: Labor market policy to enhance (re)employment of youth

1. Does your country have a Minimum wages system? And if so what does it look like?

Statutory minimum wage in Germany for the first time in 2015

A statutory minimum wage of 8.50 euros will be in place for all employees in the whole of Germany from 1 January 2015. Generally, this minimum wage will be applicable in all branches of activity and all regions. However, several exceptions have been specified for a transitional period until 31 December 2016. So gross hourly earnings of less than 8.50 euros are permitted in relation to current branch-specific minimum wages. In Germany as a whole, for instance, this applies to the meat-processing industry and to hair dressing services, in eastern Germany and Berlin to temporary work, and in eastern Germany to building structure cleaning. Branch-specific minimum wages that will be higher than 8.50 euros in January 2017 may be maintained. As regards paper delivery, the legislators have agreed on a transitional period until 2017.

Young people aged under 18 and apprentices are permanently exempted from minimum wage regulations. In addition, the minimum wage does not apply to people who do a compulsory internship or voluntary internship of up to three months during their education/training or studies. Neither does it apply to long-term unemployed people during the first six months of employment.

Source: Statistisches Bundesamt

<https://www.destatis.de/EN/FactsFigures/NationalEconomyEnvironment/EarningsLabourCosts/MinimumWages/Current.html;jsessionid=E2731423E4D45872E9E5DC6AFC6CDCD8.cae4>

2. Please give a brief overview of how the different responsibilities regarding unemployment and social security are divided between the different tiers of government (state, province/district, municipality, etc).

See: Guide 'Your social security rights in Germany' (European Commission 2013)

Link:

http://ec.europa.eu/employment_social/empl_portal/SSRinEU/Your%20social%20security%20rights%20in%20Germany_en.pdf

3. Subsidies (for employers or/and employees)

The work agencies support the employment of people with and even without disabilities with so called "Eingliederungszuschüsse" – this is a benefit which is paid to companies of up to 70 % of the salary of the employee and up to 36 months. The percentage is going to increase by time. If people with disabilities between 50 and 55 years get a new working contract they will receive a special benefit which can be paid between 60 and 96 months. The decrease of the benefit will only start after two years. Special benefits are also available to people under the age of 25 years that might need vocational education and intensive support. All of these benefits are to be applied for upfront of the contract signature at the Work Agency in the section of company services. Companies need to explain into detail which deficits the people have they want to contract and why they need the benefit. Based on these data the Work Agency decides the amount of benefit and duration they can grant.

4. Specific programs (trainings, internships, job placements,...)

Specific programs Diakonie Michaelshoven runs:

- 100 zusätzliche Ausbildungsplätze – unterstützte betriebliche Ausbildung (assisted dual vocational education)



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- Aktivierungshilfen – Ferry4You (program to activate young people)
- TEP (dual vocational education in part-time – specially for mothers and fathers with caring duties)

In addition to that Berufsvorbereitende Maßnahmen BVB – preparatory program to get jobready - is a very important instrument just as the EQ – Einstiegsqualifizierung – preparing program to get vocational orientation and vocational education in external institutes apart from the official dual vocational system (integrative and cooperative).

A complete overview on instruments in NRW is available in German here:

http://www.arbeit.nrw.de/pdf/ausbildung/uebergang_gesamtkonzept_instrumente.pdf

WELFARE: SOCIAL POLICY TO SUPPORT INDIVIDUAL WELFARE OF YOUTH

- Rent allowances,
- Child care benefits,
- Tax reductions,
- Mobility benefits,

See: Guide 'Your social security rights in Germany' (European Commission 2013)

Link:

http://ec.europa.eu/employment_social/empl_portal/SSRinEU/Your%20social%20security%20rights%20in%20Germany_en.pdf

OPPORTUNITIES

WHICH SECTORS EXPERIENCE A GROWTH IN YOUR COUNTRY?

- Service
- Tourism
- Health and care

WHAT ARE THE 'BOTTLENECK PROFESSIONS' (JOB OPENINGS THAT ARE HARD TO FILL IN) IN YOUR COUNTRY AND FOR WHAT REASONS?

Health and care sector

PART II BEST PRACTICES & FUTURE (TO FILL IN AFTER MEETING IN YOUR COUNTRY)

BEST PRACTICES

Description/explanation of 'programs', 'tools', 'methodologies', 'Successful stories', 'initiatives public/private' ... to enhance the (re)employment or improve the employability of youngsters in the labor market

1. Ferry 4 You:

Ferry4You – run by the Diakonie Michaelshoven - is a project that wants to improve the integration possibilities of young socially and /or educationally disadvantaged people below 25 years. Due to severe health issues – psychological and/or social problems – the access to the labour market for these jobless young people is very difficult. Ferry4You has got the aim to get them into vocational education or into the labour market as fast as possible within their health possibilities. To achieve this, the project looks very individually at the needs each individual young jobless person has. .

The individual duration of the participation at Ferry4You is – depending on the concrete regional contract – six to nine months. In exceptions it might be extended for three more months, but not more than twelve months. The young people can start and end the program constantly. The participants work 5 days a week with at least 4 hours per day. During the program the aim is to achieve working times of up to 39 hours/week. The participants receive a benefit of the SGB II – which means from a Jobcentre. Contractors are also the Jobcentres.

Via cooperation with employers participants can do an internship in different working areas:

- elderly care
- technical drawers
- office and administration
- electronics
- gardening
- cleaning services
- trade
- Facility management
- Restaurants and hotels
- IT
- Kindergarten,
- logistics
- mechanics

The Ferry4You staff consists of experts/teachers that are able to train them in at least one of the above fields and social workers, job coaches and psychologists. They work with the participants on the following topics:

- assessment and competences check
- vocational orientation
- connection to the helping system
- psychological counselling
- building up general knowledge on essential topics
- assistance in the cooperation with public bodies
- home visits
- ensuring housing
- clarifying of the financial situation
- healthy food and healthy living
- sports
- training on communication and application process
- coaching while doing interhsips

2. Dual vocational education in different shapes:

TEP – Teilzeitberufsausbildung (vocational education in part-time), cooperative and assisted vocational education

- TEP – Einstieg begleiten, Perspektiven öffnen (Dual vocational education in part-time)

The ESF program – run by Northrhine Westfalia – TEP exists since 2009 and it supports people with caring duties – especially single mothers and fathers – on their way to a vocational education in a company within the framework of the German Dual System in part-time (25 hours to 30 hours/week). It supports them to establish a network which enables them to cover their family duties and also to go their vocational path. Via an individual preparation time between 4 and 6 months they are getting job ready – some might need coaching, some education and others vocational orientation.

Considering their individual situation regarding their caring duties and the needs the companies have, both partners get coaching. After a contract has been closed in part-time the TEP participants will be continuously coached for additional time – between 6 and 8 months.

In addition to the coaching of the TEP participants, the companies get also information of doing part-time vocational education within the framework of the Dual System and get continuously support. In the year 2015/2016 TEP is going to be conducted in the seventh year.

- **Cooperative, integrative and supported vocational education**

This kind of vocational educations takes place in cooperation with education institutes that are specialised in the work with disabled people. This might be for example – for younger people – Berufsbildungswerke, for adults Berufsförderungswerke or other institutes that are suitable.

The person doing the vocational education is going to have the contract with one of those mentioned institutes. This is going to ensure the theoretical coverage of the contents. The practical education is going to take place partly or completely in the company. For this part, the company closes a contract with the institutes. It is also possible that different companies are involved in this in a case that one company alone is not able to cover all contents. In this case the education is called “Verbundausbildung”.

The biggest advantages for the companies are that they do not need to pay compensation to the trainees nor the social security. In addition to that the staff of the institutes supports the companies during the complete time.

-
- Cooperative education

The trainees spend the practical part of their vocational education partly or completely in companies that are in cooperation with the institutes. The institutes take care of the practical part of the education and support the trainees with additional coaching regarding social issues etc.. Staff from the institutes supports the companies in the matching process to find the right trainee for their company and also take care of pre-educational preparation before the dual vocational education starts. The complete process starts then with an internship. The coaching process of companies and trainees will last for the complete duration of the vocational education. In addition, the institutes give advice on benefits to the companies in case they decide to offer a contract to the former trainees afterwards.

-
- Integrative Ausbildung

The difference to the cooperative vocational education is that also the practical part of the education takes

mainly place at the premises of the institutes. Per year of the dual vocational education the trainee needs to spend at least 40 days, at most 120 days in the company.

- Assistierte Ausbildung ab 2015

This is a new concept that is going to start in Germany in the year 2015 the first time. It will enable young people with special needs to get support before and during the vocational education on a very individual level. The aim is to stabilize the vocational education with the aim to accomplish it until the end and to ensure that no early leaving takes place (no drop outs). The support for the companies will be much more intense and the hope is to encourage more companies to get socially and educationally disadvantaged young people – perhaps even with health problems – a chance for a vocational education in a company.

3. Modular qualification – (Nachqualifizierung) – example of Kölner Bildungsmodell

The Kölner Bildungsmodell is directed to young adults between 25 and 35 years with a basic school degree or similar degree that did not obtain a vocational degree so far.

A modular system ensures that the participants will achieve an external exam and obtain the vocational degree. The aim is to create the preconditions for an enduring integration to the labour market.

The Kölner Bildungsmodell offers the following branches:

- ☐ craftsmen
- ☐ logistics
- ☐ Trade
- ☐ Restaurant area: cook, service personnel
- ☐ metal occupations

The participants do not need to pay anything for this. The financing is going to be taken care of by the Work Agencies and the Jobcentres.

At the beginning is a profiling of six weeks in order to find the right vocational orientation – also from a practical point of view. In very individual modules the participants will gain knowledge on top of the already existing resources and will get – after passing an exam – a certificate which shows that he gained that knowledge. All modules consist of a practical part of a third of the duration of the module. There is a constant coaching from the Jobcenters, Work Agencies and the institutes that conduct the Kölner Bildungsmodell. After step by step passing each of the modules to complete a vocational degree the participants are able to pass the external exam in front of the public bodies.

Each module varies between three and twelve months depending on the working field. After completing one module, it is possible to make a break before starting the next module. The system is flexible and individual to the needs of the participants. It might happen that the completion of all modules might take between five to seven years.

The Kölner Bildungsmodell is conducted by the Chamber of Crafts Cologne and two Cologne institutes that are contracted by the Jobcentre Cologne and the Work Agency Cologne in cooperation with the Chamber of Trade and Industry.

FUTURE

IDEAS, SUGGESTIONS IN ORDER TO ACTIVATE YOUNG PEOPLE

We experienced that a very individual approach is a key to success. Moving forward step by step and to consider health issues and to start with a socially and psychologically stabilization is the base for a smooth and constant progress for young people on their way to work. In addition to that projects that support young jobless people over a long period of time – less continuously at the end of the project, but orientated at the needs of the young jobless people is also essential. Teams that consist of multi-professionals with different educations (job coaches, social workers, psychologists etc.) are as essential as a closer connection to employers. Coaching not only of the jobless young people is as important as of the employers themselves regarding the handling of the young people that need more support and advice than the young people they were used to before.

RECOMMENDATIONS TO POLICY MAKERS

See above. In addition to that a reasonable budget for a team of high staff quality is needed as a base.