

# COUNTRY

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## 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?

## PART I CONTEXT

### FACTS & FIGURES

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

- **Main Labour Force PES Data, State, Dublin City and Ballymun 2011 Census<sup>1</sup>**

	State	Dublin	Ballymun
Unemployment Rate	19%	18%	36%

- **Unemployment Rate (Quarterly National Household Survey HS Q3 2013)<sup>2</sup>**

- National: 13%
- Dublin: 10.5%

- **Unemployment Rate (Live Register Figures Nov 2013):<sup>3</sup>**

- Ballymun: 35% Approximately

#### 2. 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)

- **Main Labour Force PES Data, State, Dublin City and Ballymun 2011 Census (15-24)<sup>1</sup>**

	State	Dublin	Ballymun
Unemployment Rate	39%	34%	54%

- **Unemployment Rate for 15-24 year olds (Quarterly National Household Survey HS Q3 2013)<sup>2</sup>**

- National: 26.5%
- Dublin: 23.7%

- **Unemployment Rate for 15-24 year olds (Live Register Figures Nov 2013)<sup>3</sup>**

- Ballymun: 54% Approximately

<sup>1</sup> The PES (Principle Economic Status) Data from the Census is the most accurate way of comparing the State, City & Local averages. The PES classification is based on a single question in which respondents are asked what their usual situation with regard to employment is.

<sup>2</sup> The primary classification used for the QNHS results is the ILO (International Labour Office) labour force classification. An unemployed person is classified as someone who, in the week before the survey, was without work and available for work within the next two weeks, and had taken specific steps, in the preceding four weeks, to find work.

<sup>3</sup> The Live Register is used to provide a monthly series of the numbers of people registering for Unemployment Assistance/Benefit or for various other statutory entitlements. The Live Register is not designed to measure unemployment. It includes part-time workers (those who work up to three days a week), seasonal and casual workers entitled to Jobseeker's Benefit (JB) or Jobseeker's Allowance (JA).

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

- 233,691 people in Ireland were receiving Illness or disability payments in 2012<sup>4</sup>
- Types of payments: Disability Allowance, Blind Pension, Illness Benefit, Injury Benefit, Interim Illness Benefit, Invalidity Pension & Partial Capacity Benefit
- 43.1% of these are receiving Disability Allowance; a weekly allowance for people with a disability aged between 16 and 66. The disability must be expected to last for at least one year. Applicants must pass a medical exam, a means test and be habitually resident in Ireland to get the allowance.
- 27.5% of these are receiving Illness Benefit; a payment for people who cannot work due to illness and who satisfy the Pay Related Social Insurance (PRSI) contribution conditions
- The number of people under 25 receiving Disability Allowance in November 2011 was 11,869 persons, which is almost 12% of all recipients of Disability Allowance<sup>5</sup>.

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

#### Social Insurance Benefits (PRSI) Jobseeker's Benefit <sup>6</sup>

Jobseeker's Benefit is a weekly payment from the Department of Social Protection (DSP) to people who are out of work and are covered by social insurance contributions.

To qualify for Jobseeker's Benefit you must:

- Be unemployed (applicants must be fully unemployed or unemployed for at least 4 days out of 7)
- Be under 66 years of age
- Have enough social insurance (PRSI) contributions
- Be capable of and genuinely seeking work
- Have had a substantial loss of employment and as a result be unemployed for at least 4 days out of 7

#### Weekly Jobseeker's Benefit payment in 2014

Jobseeker's Benefit rates are graduated according to earnings in the relevant tax year. The earnings bands are as follows:

<sup>4</sup>Department of Social Protection (2013). Illness, disability and caring. Dublin, Ireland: DSP. Retrieved December 3, 2013, from [http://www.welfare.ie/en/downloads/Social%20Stats%20AR%202012\\_Section%20E.pdf](http://www.welfare.ie/en/downloads/Social%20Stats%20AR%202012_Section%20E.pdf)

<sup>5</sup> Inclusion Ireland (2011). Budget 2012. Dublin, Ireland: Inclusion Ireland. Retrieved December 3, 2013, from <http://www.inclusionireland.ie/content/page/budget-2012>

<sup>6</sup> Department of Social protection (2014) Jobseeker's benefit information. Dublin, Ireland: DSP. Retrieved December 4, 2013, from <http://www.welfare.ie/en/Pages/Jobseeker's-Benefit.aspx>



Lifelong Learning Programme

Average weekly earnings	Personal Rate	Increase for a Qualified Adult
Less than €150.00	€84.50	€80.90
€150.00 and less than €220.00	€121.40	€80.90
€220.00 and less than €300.00	€147.30	€80.90
€300.00 or more	€188.00	€124.80

Duration of Jobseeker's Benefit

The following table shows duration on Jobseeker's Benefit

PRSI contributions paid	Number of Days
260 +	234
Less than 260	156

Reduction in Payment- penalty rates

The Social Welfare Act 2010 provides that payment may be reduced by between 21-24% if you refuse an appropriate offer of training or decline an intervention under the Employment Action Plan (EAP), do not attend EAP meetings or drop out of the EAP process.

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

**Social Assistance Payments**<sup>7</sup>

Social assistance payments are for people who do not have enough PRSI contributions to qualify for the equivalent social insurance payments. An example would be a person who becomes unemployed, applies for Jobseeker's Benefit but fails to qualify because he or she has insufficient PRSI contributions. He or she can instead apply for Jobseeker's Allowance, which is a similar payment but is not based on the number of PRSI contributions paid. Jobseeker's Benefit is a social insurance payment but Jobseeker's Allowance is a social assistance payment.

However, to get a social assistance payment you must be habitually resident in Ireland and you must pass a means test. Types of social assistance available are found below:

- State Pension (Non-Contributory)
- Carer's Allowance
- One-Parent Family Payment
- Widow's or Widower's (Non-Contributory) Pension
- Guardian's Payment (Non-Contributory)
- Jobseeker's Allowance
- Pre-Retirement Allowance (PRETA)
- Farm Assist
- Blind Pension
- Disability Allowance
- Supplementary Welfare Allowance (SWA)<sup>2</sup>
- Rent Allowance

The main items that count as means are:

- cash income
- income from employment/self-employment
- the value of any property you have but not your own home
- the value of any investments and capital you have
- for Jobseeker's Allowance or Pre-Retirement Allowance, the value of any 'benefit and privilege' such as board and lodging.

The means of a spouse/partner can be taken into account in the means assessment when a person is married and living with a spouse or living with someone as husband and wife.

**Jobseeker's Allowance**<sup>8</sup>

To get Jobseeker's Allowance you must:

- Be unemployed (you must be fully unemployed or unemployed for at least 4 days out of 7)
- Be over 18 and under 66 years of age
- Be capable of work
- Be available for and genuinely seeking work
- Satisfy the means test
- Meet the Habitual Residence Condition- 2years

Reduced rates of Jobseeker's Allowance will apply to people aged 25 and under who have exhausted their entitlement to Jobseeker's Benefit.

<sup>7</sup>Citizens Information (2012) Social assistance in Ireland. Dublin, Ireland: Citizens Information. Retrieved on December 2, 2013, from [www.citizensinformation.ie/en/social\\_welfare/irish\\_social\\_welfare\\_system/social\\_assistance\\_payments/social\\_assistance\\_in\\_ireland.html](http://www.citizensinformation.ie/en/social_welfare/irish_social_welfare_system/social_assistance_payments/social_assistance_in_ireland.html)

<sup>8</sup> Department of Social protection (2013) Jobseeker's allowance information. Dublin, Ireland: DSP. Retrieved December 3, 2013, from [http://www.welfare.ie/en/Pages/1057\\_Jobseekers-Allowance.aspx](http://www.welfare.ie/en/Pages/1057_Jobseekers-Allowance.aspx)

Maximum rate for people 18- 26-( Effective-15 January 2014)

Age	Personal rate	Increase for a qualified adult
18 - 24	€100	€100
25- <26	€144	€124.80
26	€188	€124.80

These new age-related reductions will only apply to new applicants.

#### Disqualification and reduction in payment

A recipient may be disqualified from getting Jobseeker's Allowance for 9 weeks if

- Left work voluntarily and without just cause
- Lost his/her job through misconduct
- Refused an offer of suitable alternative employment or suitable training

The Social Welfare Act 2010 provides that recipient's payment can be reduced (by approximately 23%) if the following applies:

- Refuse an appropriate offer of training by an officer of the Department of Social Protection or LES
- Decline an intervention under the Employment Action Plan (EAP), do not attend EAP meetings or drop out of the EAP process

## 6. Figures of early school leavers

Eurostat defines an Early leaver from education and training, previously named early school leaver, as a person aged 18 to 24 who has finished no more than a lower secondary education and is not involved in further education or training; this indicator refers to people who failed and dropped out of school and those who did not fail but left education without continuing<sup>9</sup>. In Ireland in 2011 9.7% of those aged between 18-24 years of age can be classed as an early school leaver<sup>10</sup>. According to the Irish Census in 2011 over 30% of those aged between 18-24 years in Ballymun are early school leavers<sup>11</sup>.

<sup>9</sup> Eurostat (2013) Glossary: Early leaver from education and training. Luxembourg: Eurostat. Retrieved on December 1, 2013, from [http://epp.eurostat.ec.europa.eu/statistics\\_explained/index.php/Glossary:Early\\_school\\_leaver](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary:Early_school_leaver)

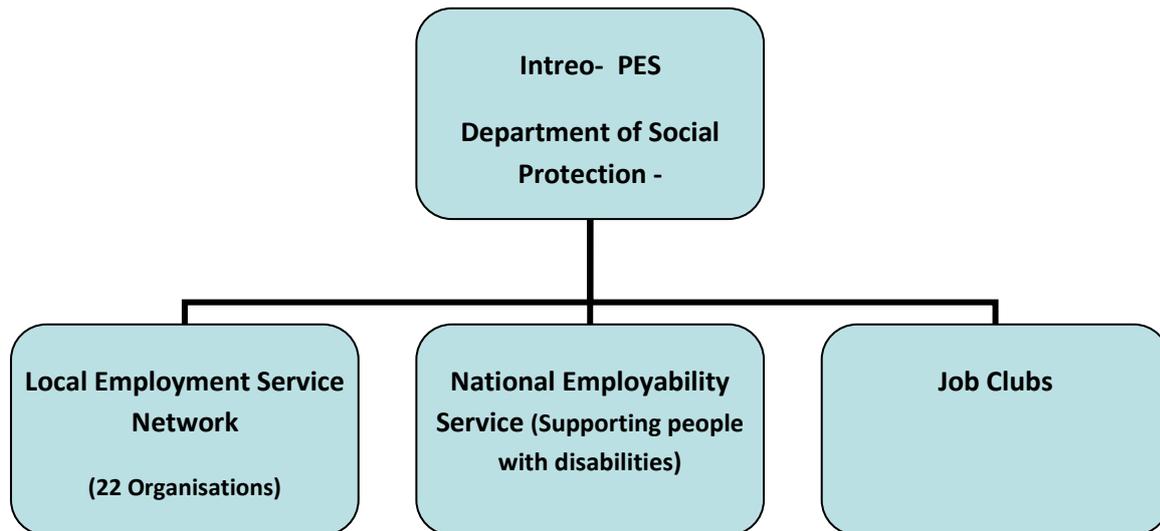
<sup>10</sup> Eurostat (2013) Smarter, greener, more inclusive? - Indicators to support the Europe 2020 strategy - 2013 edition). Luxembourg: Eurostat. Retrieved on December 1, 2013, from [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-02-13-238/EN/KS-02-13-238-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-02-13-238/EN/KS-02-13-238-EN.PDF)

<sup>11</sup> Central Statistics Office (2011) Census 2011. Dublin, Ireland: CSO.

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**

**Pathways to Work and the Framework for Activation<sup>12</sup>**

Intreo is a new service from the Department of Social Protection. Intreo is a single point of contact for all employment and income supports.



The first stage in the process is the client registration. At this stage the client will be registered both for welfare entitlements and employment services and will be assigned to a case worker.

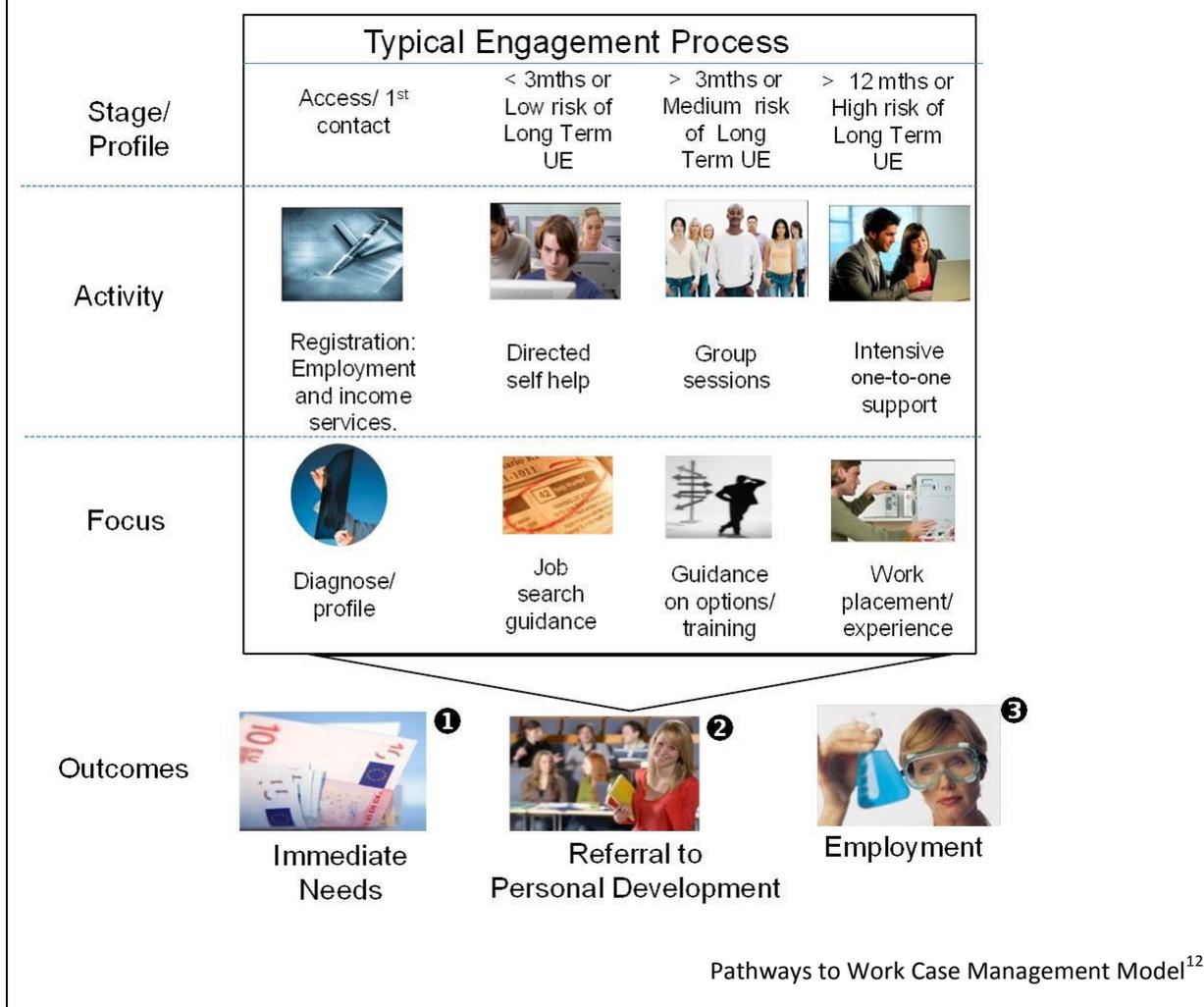
As part of the registration process the client will complete a profile questionnaire to enable the case worker assess their Probability of Exit (PEX) from unemployment during the subsequent 12 months and develop a personal progression plan for the client.

Depending on the outcome of this assessment the elements of the progression plan will vary.

- Clients with a high PEX rating will be encouraged and helped to search for and secure employment.
- Clients with a mid-point PEX rating, and those with a high-PEX rating but still on the live register after three months, will be invited to participate in Group Advisory sessions where they will be provided with guidance on how to improve their job search activities and also on the training and development opportunities available to them to improve their employment prospects.
- Clients with a low-PEX rating and those entire still on the live register after 12 months will receive intensive one-to-one support from an experienced employment services advisor and may be directed to particular work experience and training programmes.

<sup>12</sup> Department of Social Protection (2012). Pathways to work government policy statement on labour market activation. Dublin, Ireland: DSP. Retrieved December 4, 2013, from <http://www.welfare.ie/en/downloads/pathwaystowork.pdf>

## Pathways to Work/Case Management



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

The budget set aside by the Irish Government in 2012 for places on work, training and education programmes is just over €1.2 billion<sup>13</sup>.

Labour Market Leverage	Market Orientation				Total
	Weak	€ mil	Strong	€ mil	
<i>Supply – Training</i>	Youthreach	67	PLC	186	
	VTOS	80	FÁS specific skills	106	
	Literacy / numeracy etc	35	FÁS apprenticeships	68	
	FÁS community training	44	FÁS traineeships	33	
	Back to Education	17	LM Activation Fund	15	
	FÁS Bridging	14	Skillnets	1	
	Community Education	10			
	Guidance	6			
	Jobs clubs	6			
	<i>Sub total</i>		<i>249</i>		<i>409</i>
<i>Demand – Employment</i>	Community Employment	362	JobBridge	13	
	Rural Social Scheme	46	Back to Work		
	TÜS	30	Enterprise Allowance	91	
	D/SP JI programme	29			
	<i>Subtotal</i>		<i>467</i>	<i>Subtotal</i>	<i>104</i>
<b>Total</b>		<b>716</b>		<b>513</b>	<b>1,229</b>

Source: D/PER analysis using D/SP and D/ES data.

<sup>13</sup> Central Expenditure Evaluation Unit and Department of Public Expenditure and Reform (2012), Comprehensive Review of Expenditure- Thematic Evaluation Series, Labour Market Activation and Training. Dublin, Ireland: Dept of Public Expenditure and Reform. Retrieved on December 4, 2013, from <http://per.gov.ie/wp-content/uploads/Labour-Market-Training-and-Activation.pdf>

## 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**

Education is compulsory for children in Ireland from the ages of six to 16 or until students have completed three years of second-level education. The structure of the education system is detailed below<sup>14</sup>:

- **Primary Education**

Children must start primary school by 6 but they attend from 4. Primary education consists of an 8 year cycle.

- **Second-level Education**

Children begin second level education usually at age 12; it consists of a 3 year junior cycle followed by a 2/3 year senior cycle depending on whether an optional Transition Year (one-year school-based programme free from formal examinations and allows students to experience a wide range of educational inputs, including work experience) is taken. The Junior Certificate exam is taken following the junior cycle. During their final two years in the senior cycle, students take one of three programmes, each leading to a State examination:

- Leaving Certificate Examination: basis upon which places in universities, institutes of technology and colleges of education are allocated.
- Leaving Certificate Vocational Programme: places a concentration on technical subjects and including additional modules which have a vocational focus.
- Leaving Certificate Applied: prepares participants for adult and working life through relevant learning experiences. It is not recognised for direct entry to third-level courses but it can enable students to take Post-Leaving Certificate courses.

- **Third-level Education**

- University: offering degree programmes at bachelor, masters and doctorate level.
- Institutes of Technology: offering education and training to certificate, diploma and degree levels.
- Colleges of education: offering three-year bachelor of education degree and a postgraduate diplomas
- Independent private colleges: offering a variety of third level courses

- **Further and Adult Education**

Further education comprises education and training which takes place after second-level education but which is not part of the third-level system. It includes programmes such as Post-Leaving Certificate courses, the Vocational Training Opportunities Scheme (second-chance education for the unemployed), programmes in Youthreach for early school-leavers, other literacy and basic education, and self-funded evening adult programmes in second-level schools.

**Measures taken to better match with the labor market:**

- Career Guidance teacher/service in second level and all third level education
- Transition Year (see above)
- The optional Leaving Certificate Vocational Programme (LCVP) (see above); it combines the virtues of academic study with a focus on self-directed learning, enterprise, work and the community
- Work experience offered as part of Transition Year at second level
- Placements in third level education for example the Cooperative Education programme in the University of Limerick and the Intra Work Placement Programme in Dublin City University, offering students a work placement in their field of study for up to 8 months.

<sup>14</sup> Department of Education and Skills (2013) Education system. Dublin, Ireland: Dept of Education and Skills. Retrieved on December 2, 2013, from <http://www.education.ie/en/The-Education-System>

## 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?

Since 1 July 2011, the national minimum wage for an experienced adult employee is €8.65 per hour. An experienced adult employee for the purposes of the National Minimum Wage Act is an employee who has an employment of any kind in any 2 years over the age of 18. There are sub-minimum rates for some people such as those aged under 18. Young people aged under 18 are only guaranteed up to 70% of the national minimum wage which is €6.06 per hour. For the purposes of the national minimum wage your gross wage includes, for example, the basic salary and any shift premium, bonus or service charge<sup>15</sup>.

### 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).

#### **The Department of Social Protection (DSP) Intreo service<sup>16</sup>**

The DSP is responsible for the delivery of the Public Employment Services and Social Security nationally. Intreo is a new service from the Department of Social Protection. Intreo is a single point of contact for all employment and income supports. Designed to provide a more streamlined approach, Intreo offers practical, tailored employment services and supports for jobseekers and employers alike. There are now 43 Intreo Centres across the country and it is intended that the full Intreo service will be rolled out to all of the Department's 63 offices nationwide by the end of 2014.

In addition DSP contracts the 22 organisations in the Local Employment Service Network to deliver employment services to the long-term unemployed. The nationwide Employability Service provides an employment support service for people with a health condition, injury, illness or disability and a recruitment advice service for the business community.

#### **Provision of Employment Services "JobPath"<sup>17</sup>**

On December 13 2013, the DSP put out to tender a contract for the provision of employment services, on a payment by results basis, with a clear focus on long-term unemployment so as to get the long-term unemployed into employment or self-employment. This new service is called JobPath. It will complement the existing public employment service and community based local employment service in order to provide new and additional support to target long-term unemployment.

### 3. Subsidies (for employers or/and employees)

<sup>15</sup> Citizens Information (2013) Minimum rates of pay. Dublin, Ireland: Citizens Information. Retrieved on December 3, 2013, from [http://www.citizensinformation.ie/en/employment/employment\\_rights\\_and\\_conditions/pay\\_and\\_employment/pay\\_inc\\_min\\_wage.html](http://www.citizensinformation.ie/en/employment/employment_rights_and_conditions/pay_and_employment/pay_inc_min_wage.html)

<sup>16</sup> Department of Social Protection (2013). Intreo service. Dublin, Ireland: DSP. Retrieved December 3, 2013, from [http://www.welfare.ie/en/Pages/Intreo\\_home.aspx](http://www.welfare.ie/en/Pages/Intreo_home.aspx)

<sup>17</sup> EU Tenders (2013) Provision of Employment Services "JobPath". Retrieved January 14, 2014, from [http://ireland-tenders.eu/2236\\_Provision\\_of\\_Employment\\_Services\\_JobPath\\_2013\\_Dublin](http://ireland-tenders.eu/2236_Provision_of_Employment_Services_JobPath_2013_Dublin)

The primary Government schemes are which offer incentives to employers to recruit an unemployed person are<sup>18</sup>:

- JobsPlus is an incentive which rewards employers who employ long term jobseekers on the Live Register. The Incentive will provide two levels of payment: a payment of €7,500 over two years to an employer for each person recruited who has been unemployed for more than 12 but less than 24 months and €10,000 over two years to an employer for each person recruited who has been unemployed for more than 24 months. The new Incentive will be payable monthly in arrears.
- The FÁS Wage Subsidy Scheme provides financial incentives to employers, outside the public sector, to employ disabled people who work more than 20 hours a week.

The primary Government schemes are which offer incentives or supports to employees returning to work are<sup>19</sup>:

- Part Time Job Incentive is for people who have been getting Jobseeker's Allowance for 15 months or more. It allows them to take up part-time work and get a Part-time Job Allowance instead of the Jobseeker's Allowance.
- Family Income Supplement (FIS) is a weekly tax-free payment available to employees with children. It gives extra financial support to people on low pay.

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

The main education and training supports available to the unemployed are<sup>20 21</sup>:

- JobBridge offers an internship of 6-9 months to a person who has been signing on as available for work and getting a payment or credits for at least three months. If they take up an internship they will keep their social welfare payment and will get an extra €50 per week.
- The Work Placement Programme (WPP) provides 9 months' work experience in the private, public, community and voluntary sectors for graduates (stream 1) and other unemployed people (stream 2). The programme is available to people getting most social welfare payments, including Jobseeker's Allowance and Jobseeker's Benefit. If you are getting a social welfare payment for at least 3 months, you may be able to keep it while on the programme.
- The Tús initiative is a community work placement scheme providing short-term working opportunities to benefit the community. The placements are within community and voluntary organisations in both urban and rural areas.
- The Community Employment (CE) programme is designed to help people who are long-term unemployed and other disadvantaged people to get back to work by offering part-time and temporary placements in jobs based within local communities. Participants can take up other part-time work during their placement.

<sup>18</sup> National Competitive Council (2013) Submission to the Action Plan for Jobs 2014. Dublin Ireland: Forfas. Retrieved on December 10, 2013, from [http://www.forfas.ie/media/16122013-NCC\\_submission\\_to\\_APJ\\_2014-Publication.pdf](http://www.forfas.ie/media/16122013-NCC_submission_to_APJ_2014-Publication.pdf)

<sup>19</sup> Dept. of Social Protection (2011) In-Work Income Supports. Dublin, Ireland: DSP. Retrieved December 1, 2013, from <http://www.welfare.ie/en/Pages/Back-To-Work.aspx>

<sup>20</sup> Citizens Information (2013) Education and training supports. Dublin, Ireland: Citizens Information. Retrieved December 10, 2013, from [http://www.citizensinformation.ie/en/education/vocational\\_education\\_and\\_training/continuing\\_education\\_and\\_training.html](http://www.citizensinformation.ie/en/education/vocational_education_and_training/continuing_education_and_training.html)

<sup>21</sup> Citizens Information (2013) Employment support schemes. Dublin, Ireland: Citizens Information. Retrieved December 10, 2013, from [http://www.citizensinformation.ie/en/employment/unemployment\\_and\\_redundancy/employment\\_support\\_schemes/](http://www.citizensinformation.ie/en/employment/unemployment_and_redundancy/employment_support_schemes/)



- The Springboard programme provides places for unemployed people on a range of part-time courses from certificate to master's degree levels - Levels 6 to 9 on the National Framework of Qualifications. Most of the courses last one year or less. The programme is aimed at people who have previously been employed in construction, manufacturing or other sectors of the economy where employment levels are unlikely to recover to pre-recession levels.
- Momentum: provides education and training courses for long-term unemployed people. It includes education, work placement and support. Participants can keep your social welfare payment for as long as they are entitled to it while they are undertaking the course.
- The Back to Education Allowance (BTEA) is an educational opportunities scheme for persons in receipt of certain social welfare payments and who wish to pursue an approved full-time second or third level course of education in an approved college leading to a recognised qualification.
- FIT (Fastrack to IT) provides targeted information technology training for people who are getting certain social welfare payments or signing for credits. Courses include office administration, web design and programming, broadband communications and PC maintenance.
- Skillnets networks offer free training courses to unemployed people receiving benefits provided they meet the Back to Education.
- FÁS delivers an extensive range of training to a diverse range of clients including those entering the labour market for the first time, job changers, persons wishing to up-date or acquire new skills, those changing careers, persons with a disability and early school leavers.

For those seeking to start their own business, the available schemes include<sup>18</sup>:

- Three Year Corporate Tax Exemption which provides relief from corporation tax on the trading income and certain gains of new start-up companies in the first 3 years of trading.
- Back to Work Enterprise Allowance provides Social Welfare support to those who have been signing on for over 12 months and who are starting their own business.
- The Short-Term Enterprise Allowance (STEA) gives support to people who have lost their job and want to start their own business.

## WELFARE: SOCIAL POLICY TO SUPPORT INDIVIDUAL WELFARE OF YOUTH

### **Child Benefit<sup>22</sup>**

Child Benefit is payable to the parents or guardians of children under 16 years of age, or under 18 years of age if the child is in full-time education, Youthreach training or has a disability. Child Benefit is paid at one and a half times the appropriate monthly rate for twins, and at double the appropriate monthly rate for triplets and other multiple births. Child Benefit will be standardised at €130 per month for each child from January 2014.

### **Supplementary Allowances<sup>23</sup>**

**(The following benefits also apply to other target groups)**

#### **Basic Supplementary Welfare Allowance**

This is a weekly allowance paid to people who do not have enough means to meet their needs and those of their qualified adult or any qualified children

#### **Mortgage Interest Supplement**

Mortgage Interest Supplement (MIS) provides short-term support to help pay mortgage interest repayments.

#### **Rent Supplement**

Rent Supplement is paid to people living in private rented accommodation who cannot afford the cost of their accommodation from their own resources. Rent Supplement may be granted if the recipient has been living for 6 months (183 days) out of the last 12 months in one, or a combination, of the following:

- Private rented accommodation
- Accommodation for homeless people
- An institution, for example, a hospital, care home or place of detention

or if having been assessed by the local housing authority as being eligible for and in need of social housing in the last 12 months

#### **Family Income Supplement<sup>24</sup>**

Family Income Supplement (FIS) is a weekly tax-free payment available to employees with children. It gives extra financial support to people on low pay. You cannot qualify for FIS if you are only self-employed - you must be an employee to qualify. You must have at least one child who normally lives with you or is financially supported by you. Your child must be under 18 years of age or between 18 and 22 years of age and in full-time education.

**Back to School Clothing and Footwear Allowance:** an allowance designed to help towards the cost of uniforms

<sup>22</sup> Dept. of Social Protection (2014) Child benefit. Dublin, Ireland: DSP. Retrieved December 10, 2013, from [http://www.welfare.ie/en/Pages/273\\_Child-Benefit.aspx](http://www.welfare.ie/en/Pages/273_Child-Benefit.aspx)

<sup>23</sup> Dept. of Social Protection (2012) Supplementary Welfare Allowance Dublin, Ireland: DSP. Retrieved December 10, 2013, from <http://www.welfare.ie/en/Pages/Supplementary-Welfare-Allowance.aspx>

<sup>24</sup> Dept. of Social Protection (2013) Family Income Supplement. Dublin, Ireland: DSP. Retrieved December 10, 2013, from [http://www.welfare.ie/en/Pages/275\\_Family-Income-Supplement.aspx](http://www.welfare.ie/en/Pages/275_Family-Income-Supplement.aspx)



and footwear for children who are attending school.

**Medical card** – Recipients of medical cards issued by the Health Service Executive (HSE) can receive certain health services free of charge. Normally, the dependent spouse or partner and children are also covered for the same range of health services. To qualify for a medical card, the applicant's weekly income must be below a certain figure for the family size. Cash income, savings, investments and property (except for your own home) are taken into account in the means test.

**GP Visit Cards:** People, who do not qualify for a medical card on income grounds, may qualify for a GP Visit Card.

**School Book Scheme** - each year the Department of Education and Skills provides grants to primary, secondary and comprehensive schools towards the cost of school books for students in financial need.

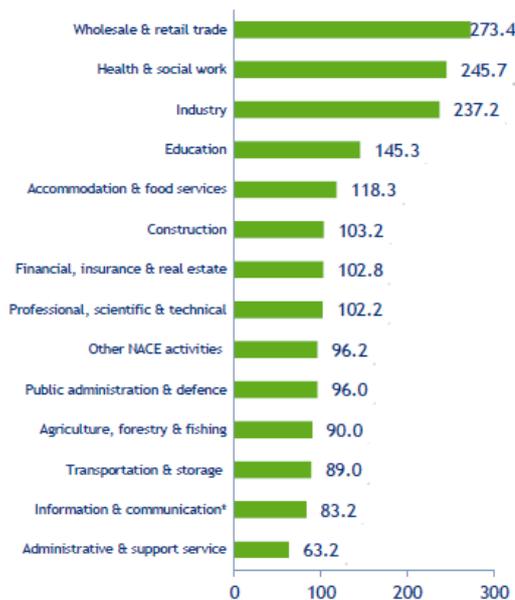
#### Extra Benefits

- **Social welfare payments and living on a specified island:** Persons on a certain social welfare payment and living on a specified island off the coast of Ireland can get an increase in their social welfare payment
- **Household Benefits Package:** This is a package of 3 allowances which help with the costs of running a household. Only one person in a household can qualify for the package at any time.
- **Fuel Allowance:** The National Fuel Scheme provides an allowance to low-income households that are unable to meet their heating needs.

## OPPORTUNITIES

### WHICH SECTORS EXPERIENCE A GROWTH IN YOUR COUNTRY?

Figure 2.1 Employment by Sector (000s), Quarter 4 2012



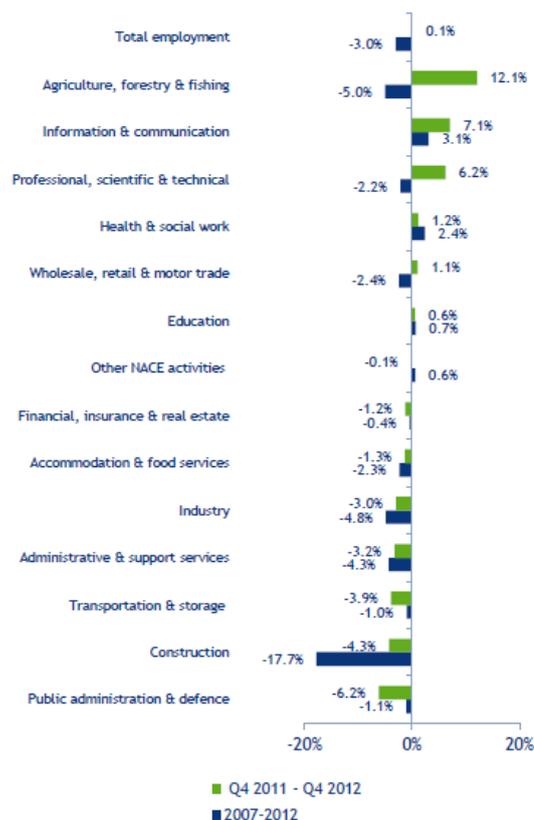
Source: Analysis by FÁS (SLMRU) based on CSO data

\*Notes: The ICT sector includes computer programming, telecommunications, information services, publishing and broadcasting; it does not include ICT equipment manufacturing or the wholesale of computers, computer peripheral equipment and software. Other NACE sectors include activities such as comprise entertainment, repair of goods, a range of personal service activities, etc.

Source: National Skills Bulletin 2013<sup>25</sup>

The Government's Action Plan for Jobs, which sets out a broad indication of where employment demand will arise, has called for specific actions across fourteen sectors: Manufacturing, Health/Lifesciences, Green Economy, Agri-food production, ICT hardware and software, Cloud Computing, Digital Games, Tourism, International Financial Services, Business Process Outsourcing/Shared Services, Education Services, Construction, Retail/Wholesale, and Arts, Culture and Creative Enterprise<sup>26</sup>.

Figure 2.2 Employment Growth by Sector



Source: Analysis by FÁS (SLMRU) based on CSO data

<sup>25</sup> Skills and Labour Market Research Unit (SLMRU) in FÁS for the Expert Group on Future Skills Needs (2013) National skills bulletin 2013. Dublin, Ireland: Fas. Retrieved December 3, 2013, from [http://www.forfas.ie/media/15072013-National\\_Skills\\_Bulletin\\_2013-Publication.pdf](http://www.forfas.ie/media/15072013-National_Skills_Bulletin_2013-Publication.pdf)

<sup>26</sup> Department of Jobs, Enterprise and Innovation (2013) Action plan for jobs 2013. Dublin, Ireland: DJEI. Retrieved on December 10, 2013, from [http://www.forfas.ie/media/220213-Action\\_Plan\\_for\\_Jobs\\_2013-Publication.pdf](http://www.forfas.ie/media/220213-Action_Plan_for_Jobs_2013-Publication.pdf)

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

The results from the Recruitment Agency Survey carried out by the Skills and Labour Market Research Unit in October 2012 suggest that the following positions are difficult to fill in Ireland<sup>27</sup>:

- ICT professionals (e.g. software and web development, IT business analysts and systems designers). . Earlier this year it was estimated that there are 4,500 vacancies in Ireland's ICT sector, many of which are at the intermediate-skills level, and could be filled after training programmes of six to 24 months<sup>28</sup>.
- Engineering experts (e.g. production/process, quality control, industry regulatory compliance specialists, research and design, electrical)
- Scientists (e.g. chemists, biological analysts)
- Finance specialists (analysts (financial, risk and recovery), regulatory affairs specialists)
- Healthcare professionals (e.g. doctors, radiographers, senior specialist nurses, geriatric nurses, speech and language therapists)
- Sales (e.g. multilingual and customer care roles)

According to Forfás, Ireland's policy advisory board for enterprise, trade, science, technology and innovation, the reason for this is due to a small number of skills shortages in these niche sectors of the labour market for highly qualified individuals with significant experience in specific areas (e.g. science and engineering professionals, and IT associate professionals). For many of these sectors the level of excess demand is estimated at no more than several hundred, except for IT skills where the demand is greater particularly for experienced personnel who are in demand and short supply globally. Forfás recommends that we must strive to align the output of the education and training sectors to enterprise areas with future employment potential<sup>29</sup>.

<sup>27</sup> Skills and Labour Market Research Unit (SLMRU) in FÁS for the Expert Group on Future Skills Needs (2013) Vacancy Overview 2012. Dublin, Ireland: Fas. Retrieved December 3, 2013, from [http://www.skillsireland.ie/media/250213-Vacancy\\_Overview\\_2012-Publication.pdf](http://www.skillsireland.ie/media/250213-Vacancy_Overview_2012-Publication.pdf)

<sup>28</sup> Fit (2013) ICT Skills Audit 2012. Dublin, Ireland: FIT. Retrieved on December 1, 2013, from <http://www.fit.ie/index.php?page=ict-skills-audit>

<sup>29</sup> Forfás (2013) Ireland's competitiveness performance 2013. Dublin, Ireland: Forfas. Retrieved on December 1, 2013, from <http://www.forfas.ie/media/Ireland's%20Competitiveness%20Performance%202013%20Online%20FINAL.pdf>

## 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. Equal Youth Network

The BJC coordinates the EQUAL Youth interagency initiative, which brings together a number of agencies in the local area working with young people, aged 16–24yrs who are disadvantaged in the labour market. The aim is to encourage an interagency approach to assist this group to access education, training and employment, which they may not achieve should the agencies be working in isolation. The inter-agency process comprises of organisations working with young people particularly early school leavers; in Ballymun these are Ballymun Regional Youth Resource, Probation Service, Ballymun Adult Read and Write Scheme, Ballymun Job Centre, Department of Social Protection, Youthreach, Don Bosco (HSE), Community Training Centres and a local school.

*Requirements/ Conditions for successful implementation:*

- Buy in from the organisations and staff is important
- Training specific to the interagency focus (confidentiality, protocols, interagency working etc.) should be developed and offered to all staff involved.
- Trust, transparency and clear communication are a crucial part of the success of this model
- One organisation should act as the 'driver' or manager of the process
- Building interagency takes time and commitment – organisations should become involved not just in the short term but commit for the longer term

#### 2. Ballyrunners ( 26 weeks – 3 hours per day - three days per week)

The main aim of the Ballyrunners programme is to engage young people who are at risk of destructive activities and help them to alleviate their boredom and promote life skills, pro-social attitudes and activities. It was envisaged that this in turn would lead to a reduction in anti-social and criminal behaviours, decreased drug use, increased engagement with local services, improved self-worth and greater chances of employment. The core framework for the programme has been the Bronze Gaisce Award. The Bronze Gaisce Award has 4 main components:

- Physical Recreation- Young people trained and participated in a Fun Run for the Simon community-a homeless agency- as well as undertaking their studies for the FETAC accreditation.
- Personal Skill- Young people took modules in drama, dance and film making.
- Community Involvement- Young people restored the community gardens for the senior citizens in the area.
- Adventure Journey- Participation in a an adventure day

A key feature of the Ballyrunners Programme is that the young people are not paid for their participation. Their engagement is voluntary but retention of the young people is very high, thus demonstrating their motivation to engage in something meaningful. The Ballyrunners Programme works as the facilitators from



each agency actively participate in the programme, so if young people are dancing, they are dancing, if young people are digging in the gardens, so are they. Not only is this pro-social modelling, but it also shows the investment the facilitators have in the young people and the programme.

*Requirements/ Conditions for successful implementation:*

- Skilled mentors/facilitators with experience working with this client group to coordinate the programme
- Access to trainers and facilitators for the various activities (cooking, dance etc)
- Funding: The programme costs €10,000 to run (excluding staff time)

### **3. Community Employment Scheme**

The Community Employment (CE) programme is designed to help people who are long-term unemployed and other disadvantaged people to get back to work by offering part-time (19.5 hours/week) and temporary placements in jobs based within local communities for 1 year in voluntary organisations and public bodies (extensions available upon Dept. of Social Protection approval). The programme assists them to enhance and develop both their technical and personal skills which can then be used in the workplace. Training is also available within the scheme and is provided within a Quality Assurance framework. Participants receive a €20 top-up on top of their current social welfare payment and they are strongly supported throughout their placement by a CE supervisor. After the placement, participants are encouraged to seek permanent part-time and full-time jobs elsewhere based on the experience and new skills they have gained while in a Community Employment scheme. This scheme was found to be very popular and successful with the Ballymun Youth Guarantee pilot.

*Requirements/ Conditions for successful implementation:*

- Funding for training courses
- Organisations willing to take on CE participants
- Funding for CE supervisors
- If clients are to retain their social welfare payments the Government's relevant department needs to be involved

## FUTURE

### IDEAS, SUGGESTIONS IN ORDER TO ACTIVATE YOUNG PEOPLE

The Ballymun Youth Guarantee (BYG) Pilot tested a labour market activation method for young people (18 -24 years) using a partnership approach. The BYG (2013-2014) pilot aimed to provide unemployed persons aged 18 to 24 who are signing-on at Ballymun Social Welfare Intreo office<sup>30</sup> (750 young people) with a good quality offer of employment, education, training or apprenticeship within 4 months of becoming unemployed. The scheme included elements of assessment, guidance, education and training with a particular focus on providing a work placement opportunity with local employers as a route to permanent employment. The model adopted an activation approach tailored to the needs of the individual and designed to support each young person on a sustainable pathway to employment.

Each client with the BYG was provided with access to career guidance which led to the development of an individual career plan tailored to their specific needs. This plan could include personal assessment, job search assistance, skills training, work experience internships, but the objective in all cases was to lead the young person to employment placement or further education or training. An important part of the overall approach to activation was an acknowledgement that young jobseekers are not a homogeneous group. Crucial to the success of the pilot was gaining an in-depth understanding of the target group. Therefore research was conducted on young people in Ballymun in order to build a profile of potential beneficiaries so as to assist in capacity planning. This led to the identification of 3 groups of young people that would require different types of interventions based on their perceived employment readiness. Following on from this, gaps in services available to meet the client group's needs were identified and efforts were made to obtain resources to meet these needs.

A flexible approach was adopted to meet the clients' needs and it was recognised that that often clients, particularly those with multiple barriers, would require a number of different interventions as part of a structured supported pathway to employment. Alongside this flexible client centred approach a particular focus of the BYG was to increase the volume and range of options available to meet the different needs of the target group. Eligibility for participation in certain programmes was extended to the BYG cohort, priority was given to them for certain programmes and new innovative approaches (e.g. training courses) were developed to meet their needs. Other supports made available to support young people as part of the pilot included: 'Pre-offers' for example counselling, a 'flexible fund' to support individualised responses to barriers faced by BYG participants and post-offer support<sup>31</sup>. Following the BYG pilot there was reduction in youth unemployment in Ballymun by 29%. While we are unable to conclude a cause and effect between the BYG pilot and the relative significant improvement in youth unemployment in Ballymun there is evidence for a positive relationship<sup>32</sup>. Details on the critical success factors for the BYG can be found below in the next section.

<sup>30</sup> Intreo is a new service from the Department of Social Protection. Intreo is a single point of contact for all employment and income supports .It is designed to provide a more streamlined approach and it offers practical, tailored employment services and supports for jobseekers and employers alike.

<sup>31</sup> Devlin, M (2015) *Policy and practice report key learning from the Ballymun Youth Guarantee project*. Retrieved March 31 2015, from <http://www.welfare.ie/en/downloads/Key-Learning-Ballymun-Youth-Guarantee-Project.pdf>

<sup>32</sup> O'Reilly, O. (2015) *Ballymun youth guarantee pilot scheme evaluation*. Dublin: DSP

## RECOMMENDATIONS TO POLICY MAKERS

Some of the critical success factors of the The Ballymun Youth Guarantee Pilot and recommendations for activation programmes targeting at young people have been identified as<sup>33</sup>:

- **Positive and Supportive Approach**

Young people do not wish a life of unemployment. Some of them do not see an alternative and are unsure of the route they can take to move from welfare to employment. All involved should take a positive and supportive approach to the young person so they can overcome the barriers they face (institutional, personal, social, family and environmental) in reaching their labour market potential.

- **Person Centre Approach**

Youth employment measures should focus on the client, e.g. by offering tailored, personalised responses

- **Skilled and Experienced Staff**

The staff (community, state, national, local) should have a positive approach and the skills and experience to effectively respond to the needs of the young person. The staff in turn should be supported by their organisations

- **Involve Young People**

It is important to build and implement programmes that respond to the needs of the young person; one way to know how to do this is to ask the young person

- **Good Quality Career Advice**

Career guidance when delivered in a positive supportive environment can be the starting point to assist the client in the following:

- Increases self awareness of his/her potential to achieve goals
- Creates awareness of the labour market options available
- Reduces the number of uninformed career decisions and identify areas of employment that stimulates an individual's interest
- increase the likelihood of access to appropriate education and training and increase completion rate for courses

- **An Interagency Approach**

Inter-agency collaboration and involvement of all stakeholders can be a cost-effective way to implement policies, when the specific roles and responsibilities of different actors are specified. Locally based response with an inter-agency approach using existing supports and facilities was a key cornerstone of the YGS in Ballymun. This approach requires real partnership and trust.

- **Employer and Trade Union Engagement**

Involvement of both employers and trade unions is an important element necessary to support the young person's progression from unemployment to employment. Both bring experience, knowledge, expertise to assist young people gain a greater understanding of the world of work and a sense of how the work fits with their aspirations for the future. Both also have a role to play to provide access

<sup>33</sup> Creedon, M (2014, February). *Elements of a Youth Guarantee Scheme*. Presentation at the 2nd Annual NERI Labour Market Conference, Dublin

to work experience, internships and workplace visits and job shadowing opportunities and to ensure the achievement of sustainable employment

- **Innovative and Flexible Responses: One size does not fit all!**

There needs to be a willingness to change and adapt responses to the expressed needs of young people and try new approaches and to take risks. Different approaches will be required in urban and rural locations. Furthermore every effort should be made to adapt successful pilot approaches into mainstream approaches.

- **A Targeted Approach: focus on those most at risk of long term unemployment and facing the greatest barriers**

Young people vary in their level of labour market readiness with different levels of education, skills, experience, family, community and personal circumstances and supports. A YGS should focus on individuals most at risk of long term unemployment and facing the greatest barriers.

- **A longer term approach not a quick fix**

We should aim to set young people on a long-term sustainable pathway, e.g. by providing them with necessary education, skills and stable employment, rather than low-quality quick fixes. For many this would involve a real engagement with education and training over a number of years. This will require links to be created between programmes.

- **Value of conducting initial research/capacity planning**

Conducting initial research, client segmentation and capacity planning are a key basic step.