

The “Traineeship First” measure in the Brussels Capital Region

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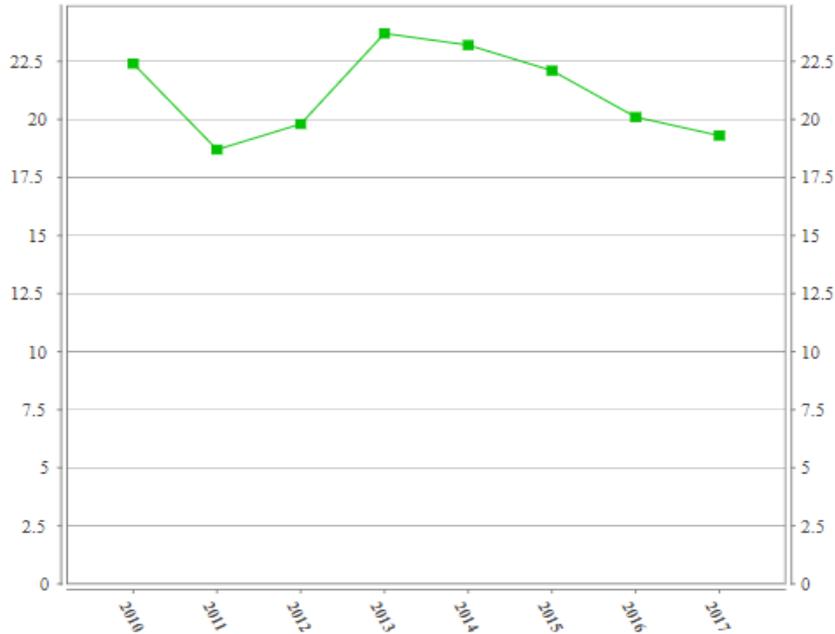
The Youth Guarantee in Belgium

- Belgium is a federal State
- Employment policy is a regional competence
- National Coordination between Actiris, VDAB, Le FOREM and ADG through Synerjob
- Each Region implements a specific YG Action Plan which takes into consideration its context and challenges



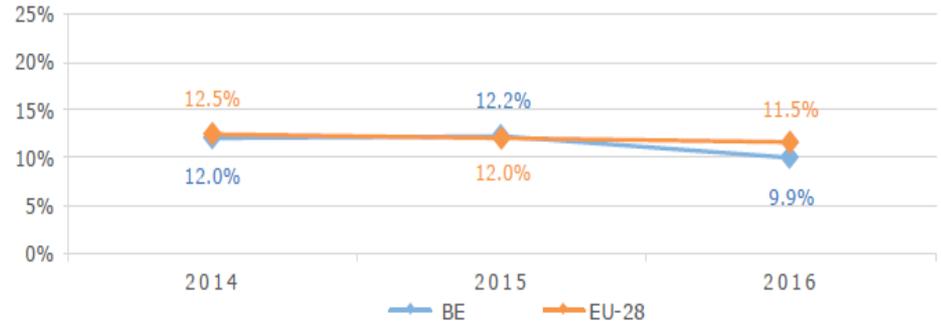
The Youth Guarantee in Belgium

Youth Unemployment Rate (15-24) (Eurostat)



- Overall decrease of the Youth unemployment rate in Belgium, from 23,7% in 2013 to 17,7% in 2018
- Also a decrease of the NEETS Rate in Belgium from 12% in 2015 to 9,9% in 2016

NEET Rate (15-24) (European Commission)



The context of the BCR

Brussels, a small globalized city

- 726.350 jobs in the BCR in 2017(16% of the National Employment)
- The Brussels Capital Region is the 4th richest region in the EU in terms of per capita GDP after the Inner London-West, the Grand Duchy of Luxembourg & Hamburg
- 90% of the labour force in the BCR mainly works in the tertiary sector
- High unemployment among young and low-skilled workers.
- Duality of the labour market



The context of the BCR

A young and cosmopolitan Brussels' population

- The most important demographic growth of the country (16,7% on the last 10 years)
- 31,6% of the population is under 25 years of age
- The world's second most cosmopolitan city (IOM)



Origins of the Belgian population between 18 and 60 years old, per Region

The Youth Guarantee in the BCR

The Youth Guarantee Action Plan in the Brussels Capital Region :
an integrated and transversal approach to tackle Youth unemployment

Cross-sectoral policies:

- Education
- Youth Care
- Vocational Training
- Employment



6 thematic areas

55 measures :

- Reforms
- Initiatives

Institutional steering committee

+

One technical group for each thematic area

The Youth Guarantee Service

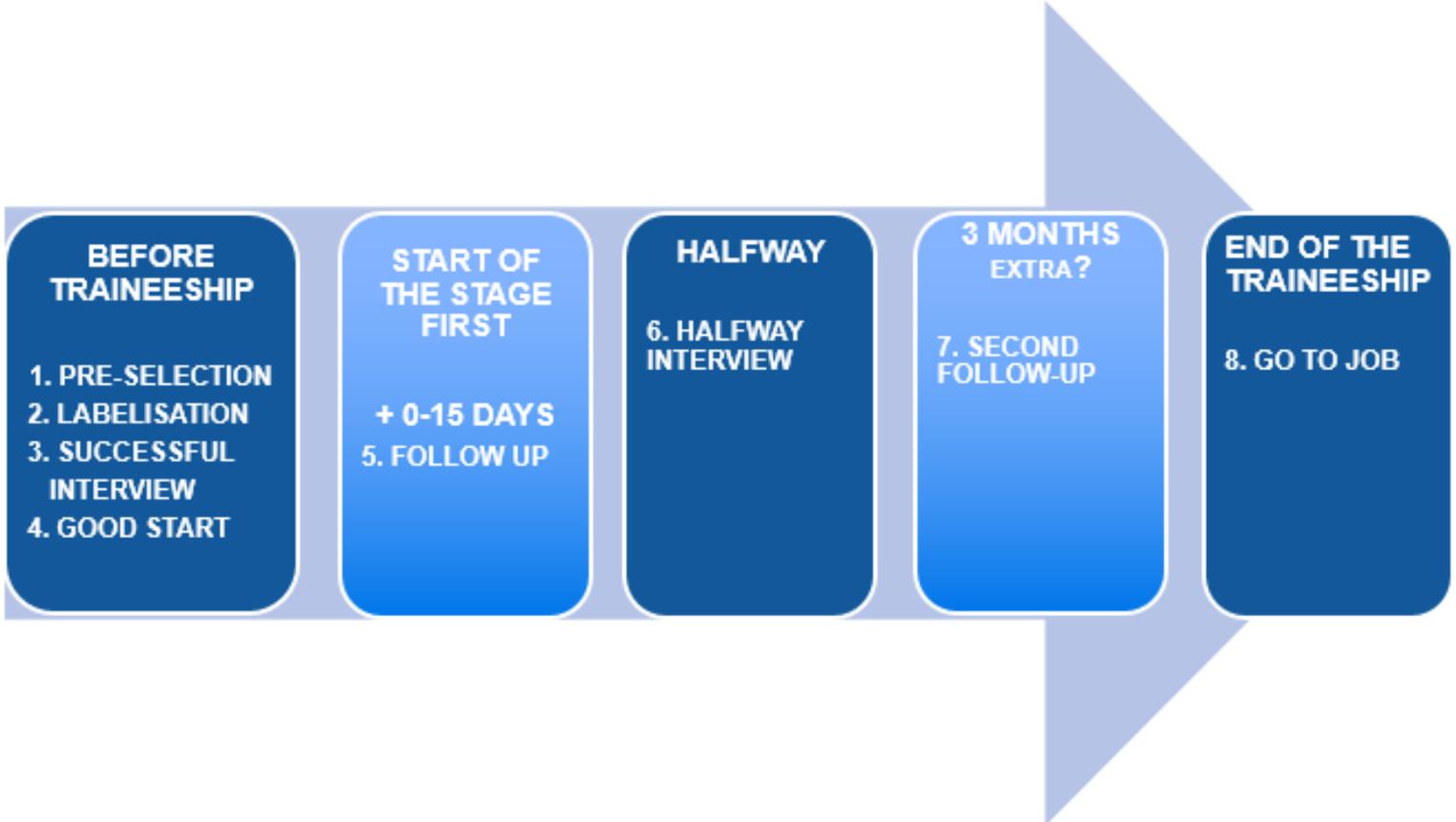
- ACTIRIS collaborates with 11 other key institutional actors in the Brussels Capital Region to ensure the implementation of the YG
- ACTIRIS developed a YG service with more than 40 people specially trained and dedicated to the implementation of the measure
- The YG Service developed a specific strategy and a holistic coaching method for 100% of newly enrolled young job seekers
- The YG Service is organized in 5 poles corresponding to the 5 main economic sectors in the BCR to better respond to the employers demand



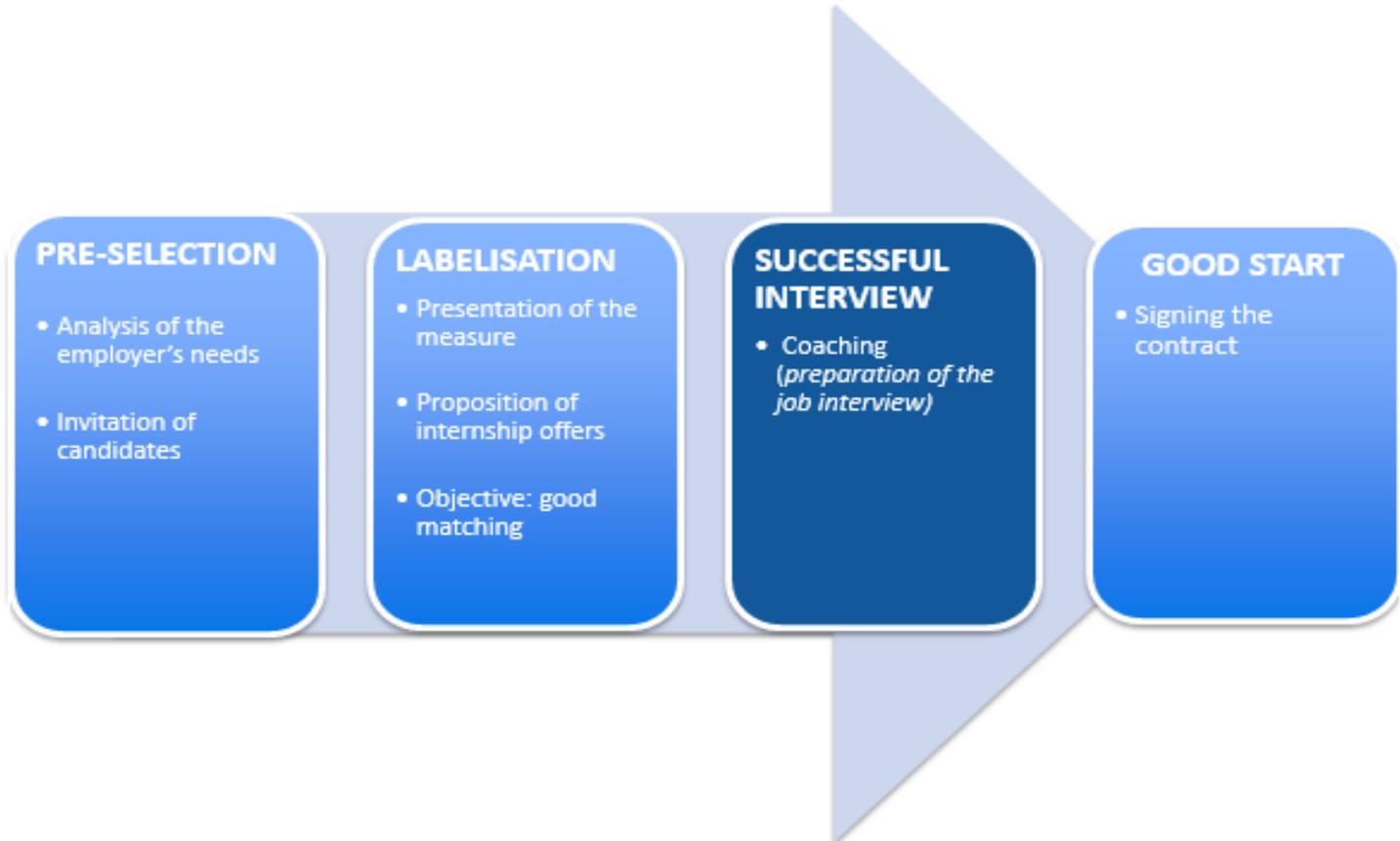
The “Traineeship First” Measure

	<p>Offer a first professional experience to less qualified young people and to develop their skills through a hands on experience.</p>
	<ul style="list-style-type: none"> • < 30 years old & min 78 days registered at actiris • Max high school diploma • Inhabitant of Brussels • <= 90 consecutive days of professional experience • No prior internship(stage first) of more than 3 months
	<p>3 or 6 months fulltime</p>
	<p>Allowance of 26,82 € gross/day from Actiris (ActivJob)</p> <p>Bonus of €200 gross/month paid by the employer + transport costs, accidents insurance + dimona ONSS charges cut</p>

The Process



Before the Traineeship



During the Traineeship

FOLLOW-UP 1 (+0-15 days)
(contact by phone or email)

1. To assure the good integration
2. To respond to questions

HALFWAY (+3 months)
(meeting halfway)

1. To identify the skills acquired
2. To identify difficulties

FOLLOW-UP 2
(contact by phone or email)

1. To identify the progress
2. To anticipate the end of the internship
3. To give advice s about his searching of a job ; training

At the end of the Traineeship



Identification of the skills (*acquired and needed*) based on the **assessment filled** in by the employer

Determination of an action plan: training ??

Selection of job offers → collaboration with the **“Select service”**

Outcomes

- Since the launch of the measure in 2013 :
 - 5031 traineeships set up by Actiris (July 2018)
 - After 12 months :

51,8% of positive outcomes

Without traineeship : 34%

45,8% of the trainees found a job

Without traineeship : 29,3%



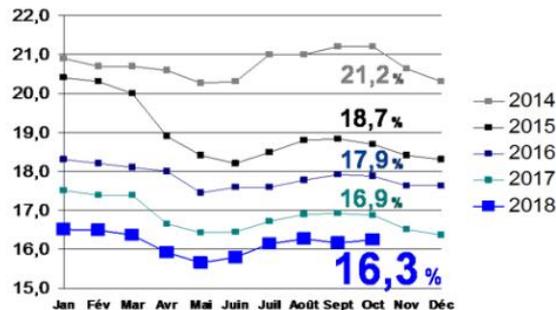
The “Traineeship First” measure increases significantly the chance for young people to find a job !

The Youth Guarantee in the BCR

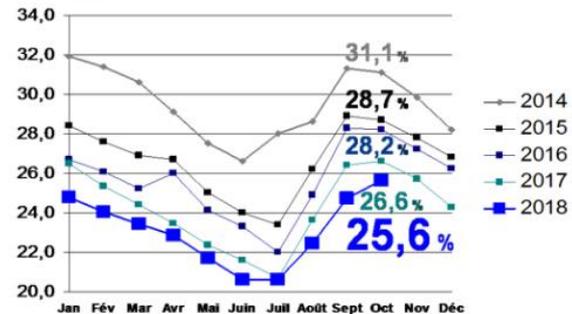
Encouraging outcomes

- November 2018 : The youth unemployment rate reached 25,6%
- 65 consecutive months of continuous decrease of the youth unemployment
- A 30,7% decrease of the youth unemployment since 2014

Taux de chômage RBC



Taux de chômage des jeunes





Thank
YOU

Q&A