



Voorstel aanbevelingen Vlaamse jongeren

1. In order to better support the integration of young people into the labour market, which policy measures do young people recommend on the following key questions:

a. How to improve information, guidance and support for young people to ease their access to the labour market as an employee or an entrepreneur?

Information

- Information has to be **tailor made**. The information has to be spread through ways young people are acquainted with. A daring and differentiated approach of spreading the information is needed.
- Having a well developed network is important in finding a (good) job. Therefore, secondary schools should **raise the awareness** among young people **about the importance of such a network**.
- **Make governmental information understandable** for young people. A lot of the information provided by governments is not made for young people. Involve young people in the drafting of this information.
- Investment more in a **peer-to-peer approach** of the spreading of information. Young people are best placed to inform other young people (through schools & non-formal spheres).
- Schools remain to be an important source for information for young people. They are well placed to introduce labour market-related issues in lessons (including training for job interviews).
- There are a lot of information channels. It is important to **tune these information channels** to each other in order to provide the right information for each target group.

Guidance

- Give decent support to (low as well as high educated) young people facing difficulties to find a job. **Listening to young people** is an important part of the support. This will enable governments to provide **tailor made support**.
- Young people are vulnerable in times of crisis. **Support programmes should not be affected by short term policies**. If they are proven to be valuable and effective, the support programmes should rather be maintained or even expanded.
- It is important to **create realistic expectations** among young people. Mainly highly educated young people expect too much from their job opportunities. This could be solved through offering internships to these young people.

- Make young people **more aware of the fact that they are subject to support programmes** that make it interesting for employers to hire them. This can make a difference in job interviews.
- Disadvantaged young people often face financial difficulties. Make necessary **provisions to look for a job** (public transport, telephone and internet) **free for disadvantaged job seekers**.
- Raise awareness among employers to engage young people. This could be done through the **promotion of already existing measures that make it financially interesting to engage young people**.

b. How to ensure the recognition of the competences gained from non-formal education and mobility experiences?

- **Tools for the recognition of non-formal education have to be promoted** among employers, but also among young people. Youth organisations should use this tool. If they do, they should be supported by the government (not only in the development but also the use of the tool).
- Disadvantaged young people more often acquire **competences in the illegal labour circuit**. There should be a way to **recognise** these competences.

c. How to prevent young people from entering into precarious situations and ensure their access to social protection?

- Young people should be provided with a **quick access to the labour market** . This is the best way to prevent them from entering into precarious situations. However, it is also important to lead young people to jobs with a high quality and of their interest (especially for young people in vocational education).
- **Young people born in precarious situations need a personal approach** in their access to the labour market. This is necessary to get them out of poverty.
- Disabled young people need a tailor made support and a decent job.

d. Which measures should be taken to ensure a smooth transition from education to the labour market, including through quality internships?

- In order to involve all young people in the labour market, it is not enough to sanction those who don't participate. It is also necessary to proactively stimulate young people to participate in the labour market. The longer the period between education and labour market, the more difficult it is for young people to integrate in the labour market. Therefore, **governments should actively lead young people to a first job**.
- In order to have a first working experience, it is important that **all young people have done an internship when they graduate**. This internship is preferably linked to the subject of their studies.

- **What young people learn in education should be more tuned to the needs of the labour market.** This requires a flexible education system, due to a rapidly changing labour market. In order to realise this schools should cooperate more with companies.
- Each company should have a **youth policy in their human resources management.** On the basis of this youth policy they could get financial support by the government.

e. How to combat discrimination in accessing quality jobs, support programmes and information?

- Applying for jobs should be done **anonymously.** This makes sure that competences will prevail over origin in the selection process.
- **Raise awareness** among employers.
- Give **more chances to disadvantaged young people** by offering them (paid) internships.
- Each job should be **remunerated correctly.**
- Also in times of crisis, government should **create social employment opportunities** for young people. These jobs should be temporary and can offer young people a first job experience.
- When setting up projects with young people involved in vocational education, it is important **to involve them in the design of the project.** This will add to the success rate of the project and will allow these young people to grow more self-confident.

f. How to ensure the participation of young people in the social dialogue?

- Create a **structural and independent body for participation** for young people (in trade unions)
- Install a **permanent structured dialogue** on youth employment with young people.
- Create a **space where young people can share their experiences** related to the labour market

g. Which measures should be taken to help reconciling private and working life?

- There have to be **more child care provisions.** They also have to be made financially affordable for young people with children.

2. How can youth work contribute to the implementation of the measures proposed above?

- Youth organisations provide an important place where young people can have their acquired competences recognised.