

LABOUR EXCHANGE OFFICE STRATEGIES TOWARDS YOUTH EMPLOYMENT

Inga Balnanosienė
Head of Labour Resources Division

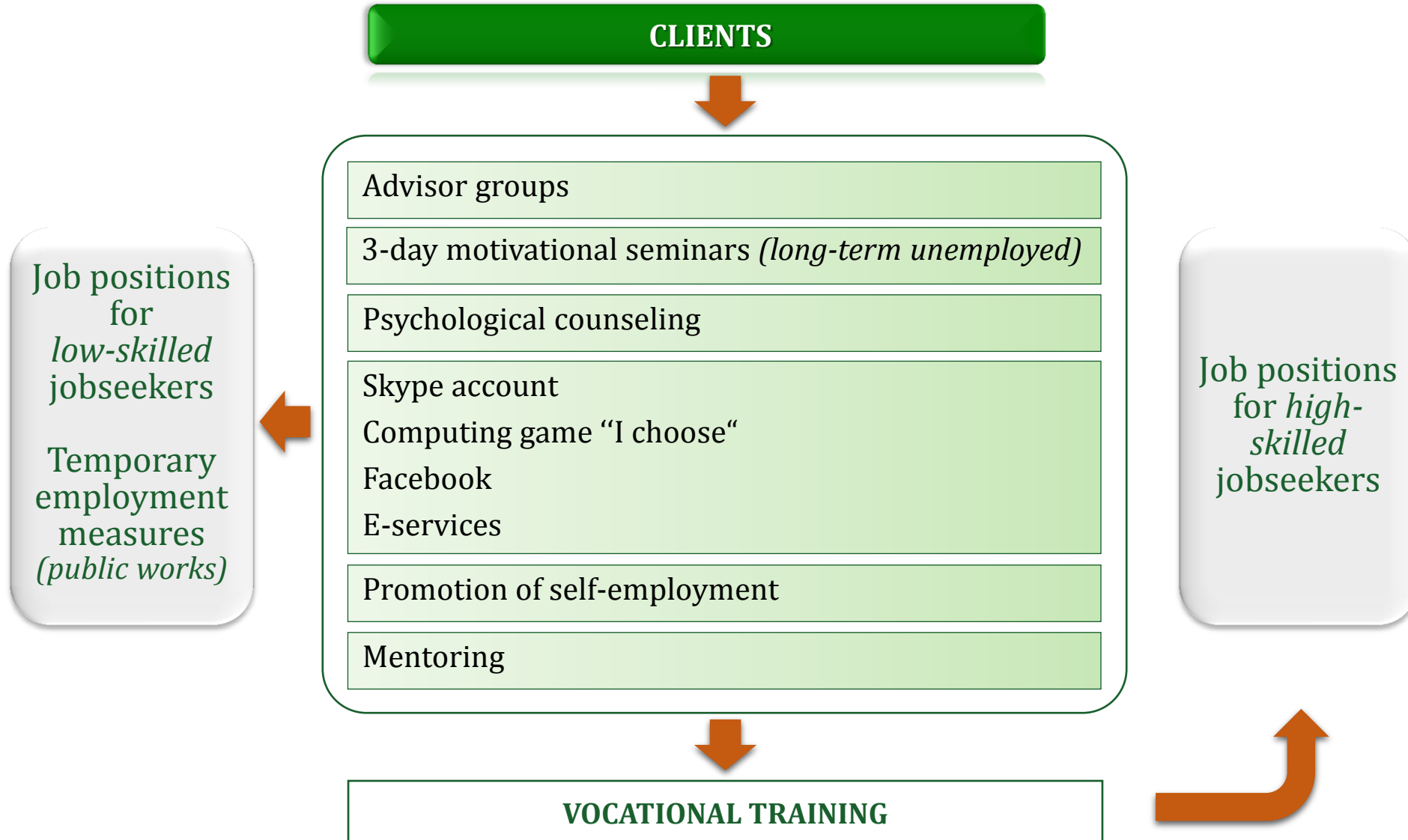
4 June, 2013, Kaunas



Kaunas Local Labour Exchange



Services for young job seekers



3 day-motivational seminars

Main goal - to motivate low-skilled clients to get profession and to search for a job.

The purpose of the seminar is:

- find out causes of unemployment;
- improve job searching skills;
- help to prepare curriculum vitae and motivation letter;
- help to prepare for the job interview;
- increase motivation and confidence in job search.

Result:

- to give a recommendation for recruitment according to personal and professional skills.



Qualified psychologists:

- give advice on vocational guidance and counselling;
- help jobseekers to choose a profession according to their personal characteristics and labour market needs;
- Help with jobseekers' career planning and career decision making;
- increase jobseekers' employment motivation;
- help to solve emotional, personality, and communication problems, hindering people from getting jobs.



Mentoring

Mentoring is a personal developmental relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person.

The main purpose of the “*Mentoring project*” is:

- to increase our organisation specialists’ involvement in the identification of the job search problem;
- identification and implementation of measures that contribute to employment;
- sharing best practices;
- keeping in touch with a client after recruitment: once a month via e-mail, phone calls, meetings a client informs about his situation after recruitment and the specialist suggests additional measures for the development of personal and professional skills if it is needed.



Mentoring as a way into the labour market

Mentoring– why it is needed?

Over 50% of young jobseekers need more services and help on their way into the labour market

A solution to the problem “Mentoring” project was developed: every special works as manager between mentor and mentee. Duration of the mentor cycle – 4 month.

Participation in the project gave an opportunity to the company to train the workers using less time and financial costs, giving not only theoretical, but also practical skills.

Mentoring as a way into the labour market

How it was done?

- ✓ Theoretical background;
- ✓ Practical tasks according to business companies needs;
- ✓ Evaluation of the process – placement of the jobseeker;
- ✓ “Success Stories”

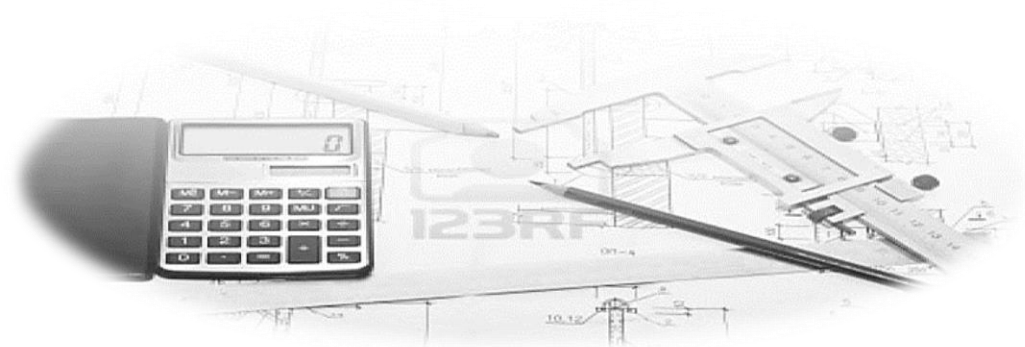
All the information and counselling during the project implementation was provided by Kaunas Local Labour Exchange.

Mentoring as a way into the labour market

The added value

- ✓ The specialists have developed their project coordinating skills;
 - ✓ Motivated and viable workforce for employers;
 - ✓ Increased job search skills;
 - ✓ Informal learning methods without any additional costs
-

The employment of young jobseeker increased more then 5%



THANK YOU FOR ATTENTION!