



European
Commission

SUPPORTING LONG-TERM
UNEMPLOYED, VOCATIONALLY
INACTIVE AND UNEMPLOYED
PEOPLE AGED 45 AND OVER

Individual Employment Paths

Information review: October 2015

POLAND

The practice belongs to the Polish Government's Pilot Programme 'The Partnership for Work' and aimed to create a model of multilevel, multi-institutional cooperation at the regional level to combat unemployment among long-termed unemployed people aged 45 and over and the disabled.

The new model is based on individual development plans to ensure support according to the needs of each person and to provide necessary training and in-work support.

Evaluation results showed that the approaches undertaken within the practice were more effective than traditional active labour market policies. Almost 80% of the participants found a job. That compares with just 30% for people recruited through standard labour market institutions.

Name of the PES

Powiatowy Urząd Pracy w Elblagu
The Local Labour Office in Elblag

When was the practice implemented?

2009 – 2012

Which organisation was involved in its implementation?

The practice was implemented in partnership with the Finnish NGO 'Kynys ry Turun toimikunta' from Turku (Finland), in cooperation with the Regional Labour Office in Olsztyn and the Local Labour Office in Elblag.

Which social groups were targeted by the practice?

Jobseekers:
▶ Long-term unemployed;
▶ Older jobseekers (individuals over 45 years of age);
▶ People suffering from physical disability or illness;
▶ Disabled (physical) / Disabled (mental/psychological).
All employers

What were the practice's main objectives?

The practice's main aim was to develop a model for supporting the long-term unemployed, vocationally inactive and unemployed people aged 45 years and over by improving existing services. The rationale behind the practice was that labour market institutions fail to adequately deal with this age group, but rather 'pass the buck' (i.e. pass responsibility from one office to another without finding effective solutions).

What activities were carried out?

The practice included the following activities:
1) Ex-ante evaluation: comprehensive desk research and field research with potential beneficiaries of the practice in order to provide tailor-made support to address their needs;
2) Comprehensive, multi-level recruitment of various specialists;
3) Setting up 'support teams' (composed of a general practitioner, a labour market advisor, a trainer and a psychologist) to provide individualised treatment of the participants;
4) Creation of 'Individual Development Plans';
5) Study visit for 'support teams' to Finland;
6) Application and testing of plans (32 participants);
7) Evaluation of each component of the practice: contact with potential beneficiaries; recruitment process, work done by occupational physician, work done by job trainers, work done by psychologists, work done by job adviser; situation of persons who did not get employment as a result of the practice; involvement of employers and their opinions; situation of people who dropped out of the practice.

<p>What resources and other relevant organisational aspects were involved?</p>	<p>The practice was managed by the local NGO, the Elblag Consulting Council for Disabled, in partnership with Kynys ry Turun toimikunta (Threshold Association Committee), a disability organisation that was founded in 1973 by disabled people and its main mission is based on three elements – human rights, independent living and culture, all to empower disabled people in Finland. They cooperated with the Regional Labour Office in Olsztyn and Local Labour Office in Elblag. Different aspects of the project involved different staff.</p>
<p>Source(s) of funding</p>	<p>European Social Fund</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>People reached: 32 (27 women and five men), all long-term unemployed received a multi-profile diagnosis under the new model. This led to the establishment of a ‘personal development plan’ for 28 of them, including vocational training, psychological support and support from a job coach.</p> <p>Products: A handbook for other institutions interested in applying the model; a social media campaign; a final conference promoting the model; a promotional internet/TV video. The model can be used by any public and non-public institution addressing the barriers facing unemployed and inactive persons, including disabled.</p>
<p>What outcomes have been identified?</p>	<p>Twenty-three participants found a job as a result of participating in the practice. The job coach later succeeded in helping 9 out of 10 of the newly employed beneficiaries to remain in the workplace beyond 15 months, by improving communication and solving any problems arising between the employer and employee.</p> <p>As regards planned indicators:</p> <ul style="list-style-type: none"> ▶ Increase in the motivation to re-enter the labour market: planned 90%, actual 61-64%; ▶ Increase in self-esteem and motivation to take and stay in employment: planned 80%, actual 64%; ▶ Increase in communication and presentations skills: planned 90%, actual 64%; ▶ Increase in the ability to deal with stress in the workplace: planned 90%, actual 39%; ▶ Percentage of participants finding an employment upon completion of the practice: planned 80%, actual 32%; ▶ Increase in employability: planned 80%, actual 61%. <p>Since the project ended in August 2012, the final impact has not yet been assessed.</p>
<p>What are the lessons learnt and success factors?</p>	<p>The evaluation of the practice found that the innovative model of comprehensive recruitment (involving comprehensive tailor-made life and occupational support, including training, employment and enhancement of employment/support in employment maintenance) was successful in improving labour market reintegration for the long-term unemployed aged over 45, including people with disabilities, in spite of not reaching the planned targets.</p> <p>The opinions of participants who were not employed as a result of the project were taken into consideration: family responsibilities and a lack of job offers were identified as the main obstacles. Finally, employers acknowledged an increase in the interest in employing disabled people aged over 45 year, with the exception of those in the catering and childcare sectors.</p>
<p>More information on the practice</p>	<p>http://ec.europa.eu/employment_social/empl_portal/weesp/PL-7.pdf</p>



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