

# Tackle drop-out and youth unemployment

Young people who are **detached from the labour market** find themselves at a significant disadvantage. Social and economic exclusion, which affects both the public and private sector. It is high time for a joint action plan and made young people a concrete offer.

Early school leaving and youth unemployment are amongst the biggest social and economic issues in Europe today. The collective cost of drop-outs is approx. 100 billion euros a year. The challenge facing Europe is significant. The effects of young people dropping out and their exclusion, social and economic, can be felt in the society. The underlying social problems are broadly the same across Europe and in fact all over the world.

## Drop-Out causes, a combination of:

<b>vulnerable young people: multi problem</b>
• <b>stress, drug use and debts</b>
• <b>unsettled domestic situation</b>
• <b>a lack of social and employment skills</b>
• <b>a poorly functioning social network</b>
• <b>and hidden talents</b>



Factors that *push* young people to drop out. They have valuable talent, but get no encouragement from the family- / people around them to complete a course of study. Without qualifications and skills, finding and holding a job is no easy task.

An issue that needs to be tackled by means of *combined and targeted support and investment from public and private partners*. Parties who will benefit economically from a successful approach (Social Cost / Benefit Analysis).

## Invest in Talent

### Our approach:

**Aim:** *preventing* early school leaving and becoming detached from the labour market,  
*reduce* youth unemployment and benefit dependency.

**By:** *bringing together partners in the areas of:*  
**Employment + Education + Living + Coaching.**



When it comes to solving the problem of youth unemployment, the link is quickly made with creating jobs, work-placements and study programmes, etc. That is only one part of the solution, however.

The starting point is an integrated programme rather than individual projects. A holistic approach combining critical success factors and investing in a sustainable solution. The **Labour** and **Education** axis is a crucial one in our projects. This is where social and economic interests intersect. **Living** and **Coaching** play an important supporting role. Essential for the success is local collaboration between public and private organisations.



### We Invest in Talent

**Approach & Results:** by sustainable physical and social interventions. A combined offer and support for vulnerable young people. It covers the four connected areas:

Work + Vocational education + Living / affordable housing + Coaching / Support.

- **We work with a chain model:** a special Warming Up programme (Skills) for the participants combined with work-study programmes in a range of different sectors and coaching.
- **We manage risks** by selecting young people who are motivated and meet the requirements and by taking a business-like approach.
- **We support employers,** reduces the burden placing young people in the project.
- **With a Business Model.** Partners invest by making their manpower/ resources available. A long-term investment that pays off (Social Return on Investment)
- **And young people entering the labour market** as qualified and independent members of the society

## Invest in Talent

Our approach is based on a collaboration model (2009<sup>1</sup>). A mix of partners is essential: employers, large companies (national/international) and SMEs, educational institutions (upper secondary and higher vocational education (MBO and HBO)), housing associations and coaching organisations (youth support). Local/regional government authorities act as partners and play a facilitating role.

### Impact – Invest in Talent track record:

#### Project result (start 2009):

approx. 90% of participants do not drop out; obtain their qualification, follow a higher-level course or enter employment (projects: Rotterdam / Amsterdam / Utrecht / Amersfoort. Social Cost / Benefit Analysis).

#### Clear targets:

- fewer young people dropping out
- less social and economic exclusion
- lower benefit payments and care costs
- more qualified youngsters entering the labour market
- greater social and economic participation.
- higher tax receipts



#### How we help! Step by step:

1. **by:** setting up projects/ joint ventures. Partners: business community, educational institutions, housing associations, municipalities, coaching organisations. Social and economic impact.
2. **aim:** transferring the knowledge of partners and stakeholders on the approach and its impact
3. **examining** Social Cost/Benefit Analyses of the approach via Invest in Talent. Local – National -Transnational collaboration with knowledge centres.
4. **ensuring** the programme approach is cost aware, efficient and geared towards managing risk. Exploring new financing models.

#### For information:

Frank Köster Concept & Project management

0031(0) 6 22 9750 44

[info@investeerintalent.nl](mailto:info@investeerintalent.nl)

[www.investeerintalent.nl](http://www.investeerintalent.nl)



Marc Onnen - HVO-Querido

[marc.onnen@hvoquerido.nl](mailto:marc.onnen@hvoquerido.nl)

<sup>1</sup> Selected as a sustainable approach: *Aanpak Jeugdwerkloosheid* Rotterdam / Rijnmond (2014)  
EU project 2016 / Best Practice: Reducing Early School Leaving (RESL) and prevention schemes (Rotterdam).  
CEDEFOP Best Practice – Toolbox 2017.



## **10 -2016: Best practice Reducing Early School Leaving An example: Talent for Rotterdam in the Netherlands**

***“Challenging home situations of young people are often one of the main risk factors for dropping out of school in the Netherlands. For that reason, Talent for Rotterdam invests in the prevention of early school leaving and youth unemployment by assisting young people with education, employment and coaching, and affordable housing. In close collaboration with employers, senior VET and adult education, local housing associations and youth coaches, Talent for Rotterdam aims to have more youngsters graduating with the minimum of a basic qualification, and that they enter the labour market as qualified and independent members of society.***

*The initiative focuses on 18- to 24-year-old youngsters with disrupted home environments combined with debt or psychosocial problems, but who still have the motivation to continue with school. This group can be divided in two groups. The first group being those who have already dropped out of school, education, training or work and are therefore already far from entering into the labour market.*



*The second group are young people at risk of dropping out of school, education, training or work. All of them are potentially talented students, who want to study, but due to personal circumstances were not able to continue with school. The aim is to give all these talented youngsters the assistance they need in order to at least obtain a basic qualification by providing them with a combined programme of school-based or work-based education, in addition to a residence and two hours of individual coaching per week. On average, youngsters participate in this project for 16-18 months. Around ninety per cent finishes this programme and receive a basic qualification. In addition, around seventy per cent of the participants who obtain a basic qualification continue to higher levels”. RESL.eu - ISSN: 2295-8835*



Projectleader: Prof.dr. Maurice Crul Staff: dr. Elif Keskiner / Talitha Stam  
[resl.eu@fsw.eur.nl](mailto:resl.eu@fsw.eur.nl) [www.resl-eu.org](http://www.resl-eu.org) - European Union's Seventh Framework Programme. For information: [info@investeerintalent.nl](mailto:info@investeerintalent.nl)