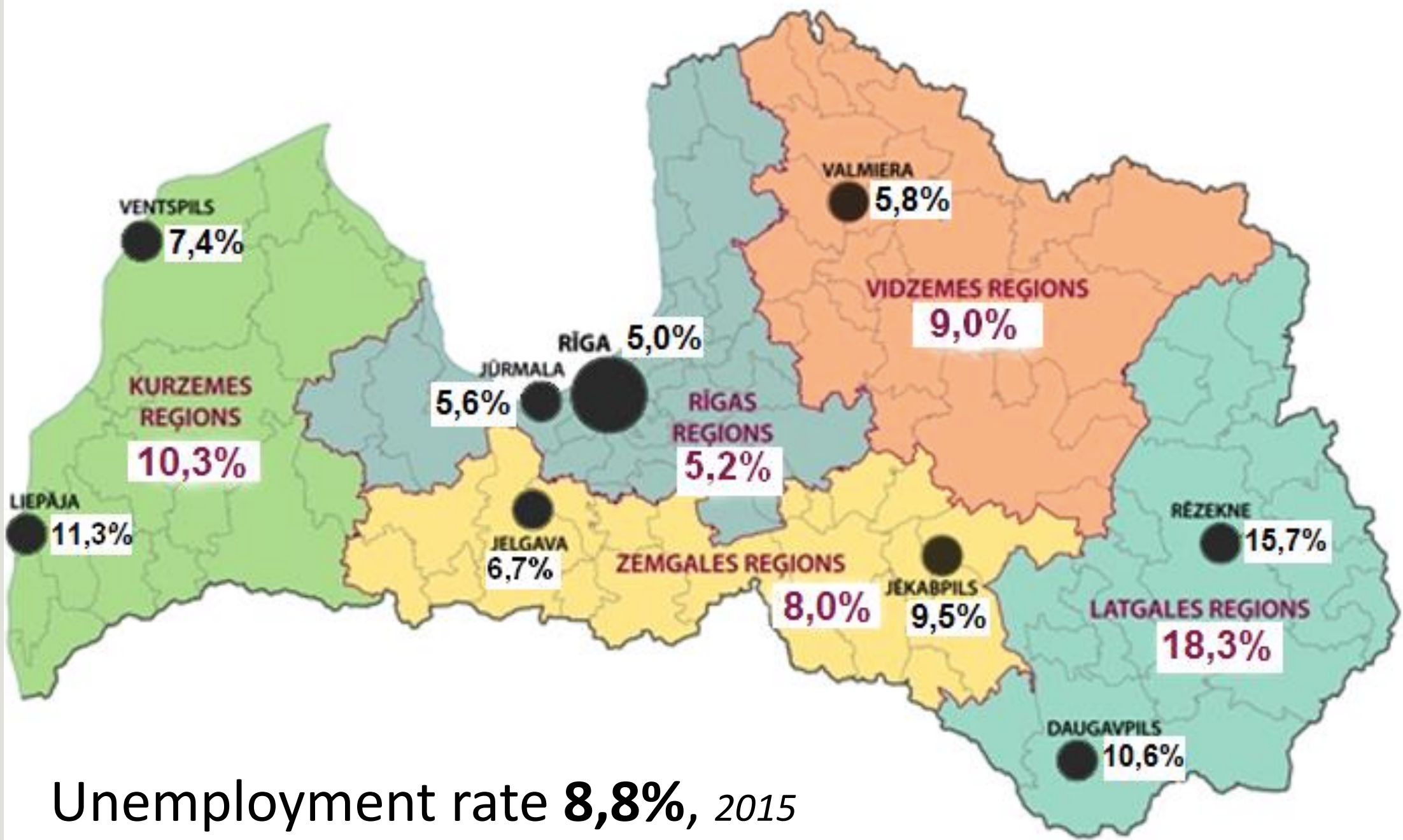


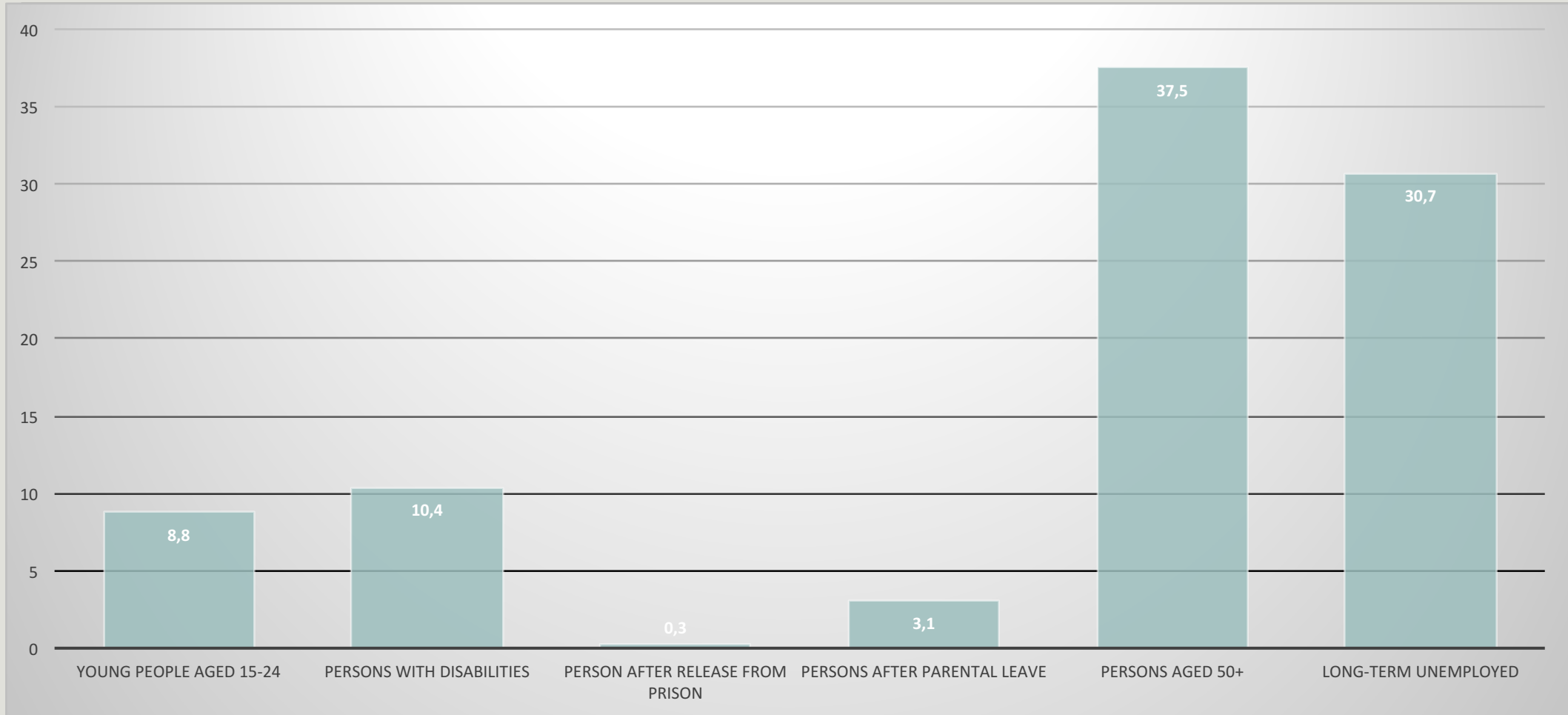
EMPLOYMENT PECULIARITIES IN LATVIA

THEATRE – REHEARSAL OF SUCCESSFUL INTEGRATION INTO JOB MARKET
PROJECT: NPAD-2015/10036

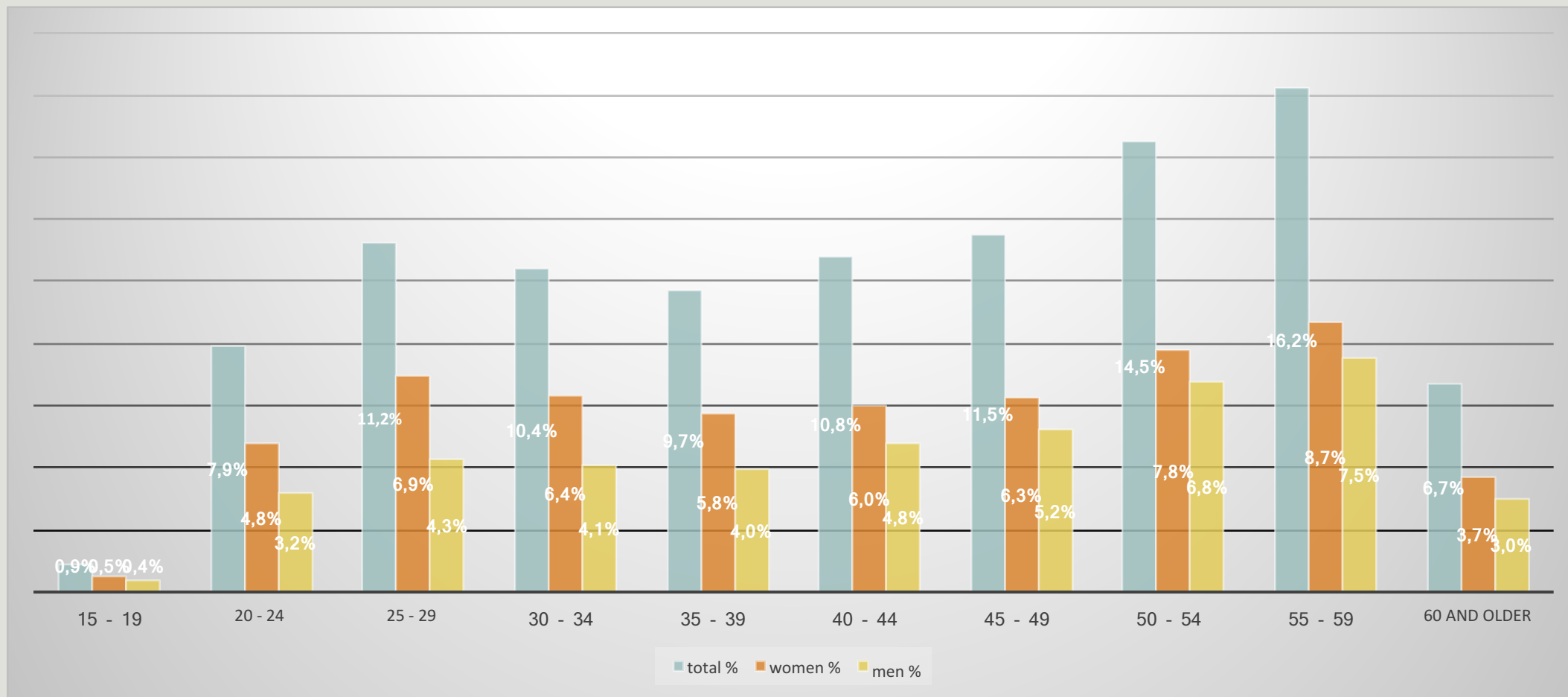
In Latvia the project is co-funded by the **Society Integration Foundation**, State budget program "NGO co-financing program for 2014-2016", Project No. 2014.LV/LF/30/21 and Jelgava City Council, **Jelgava associations and foundations support program**, Project No. ADM/2-1.5/16/40.



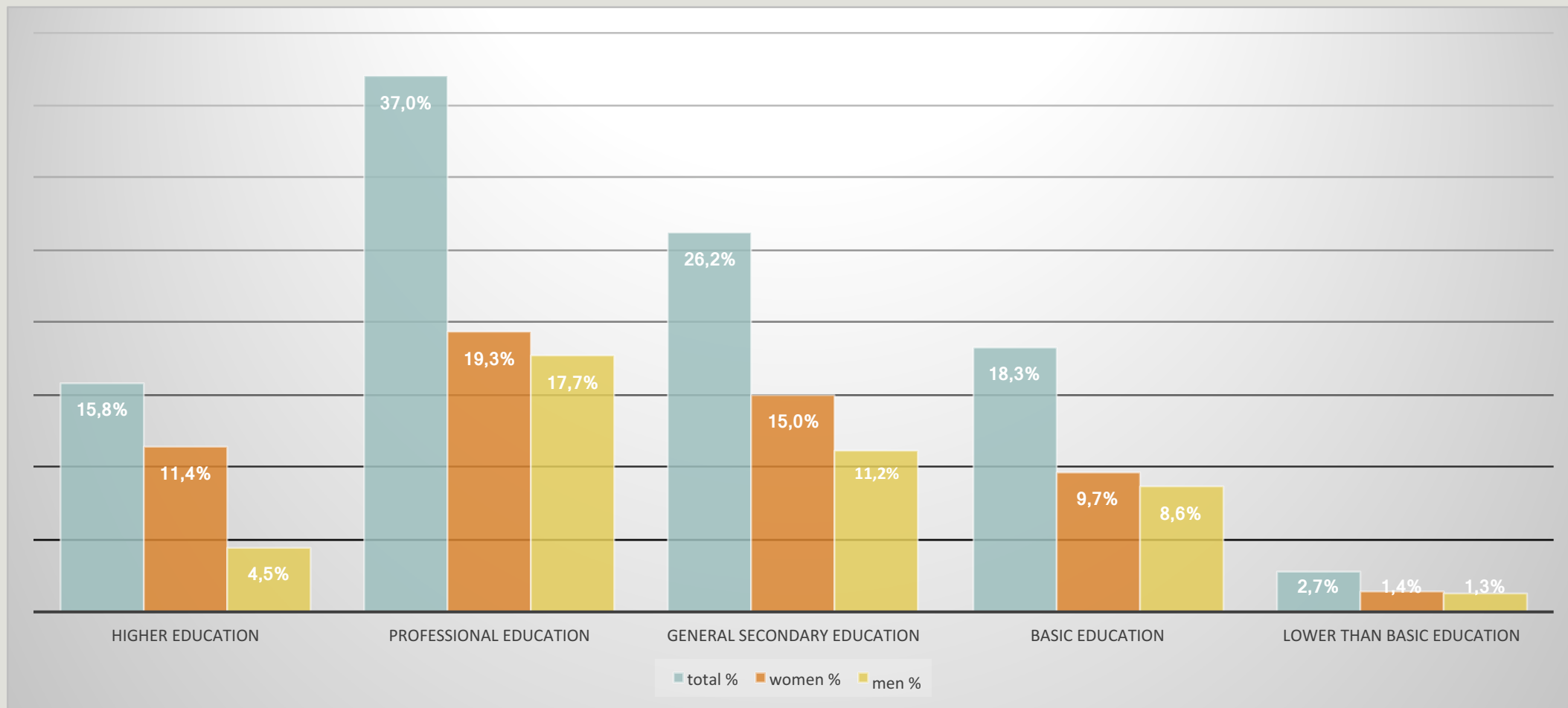
Target groups of unemployed



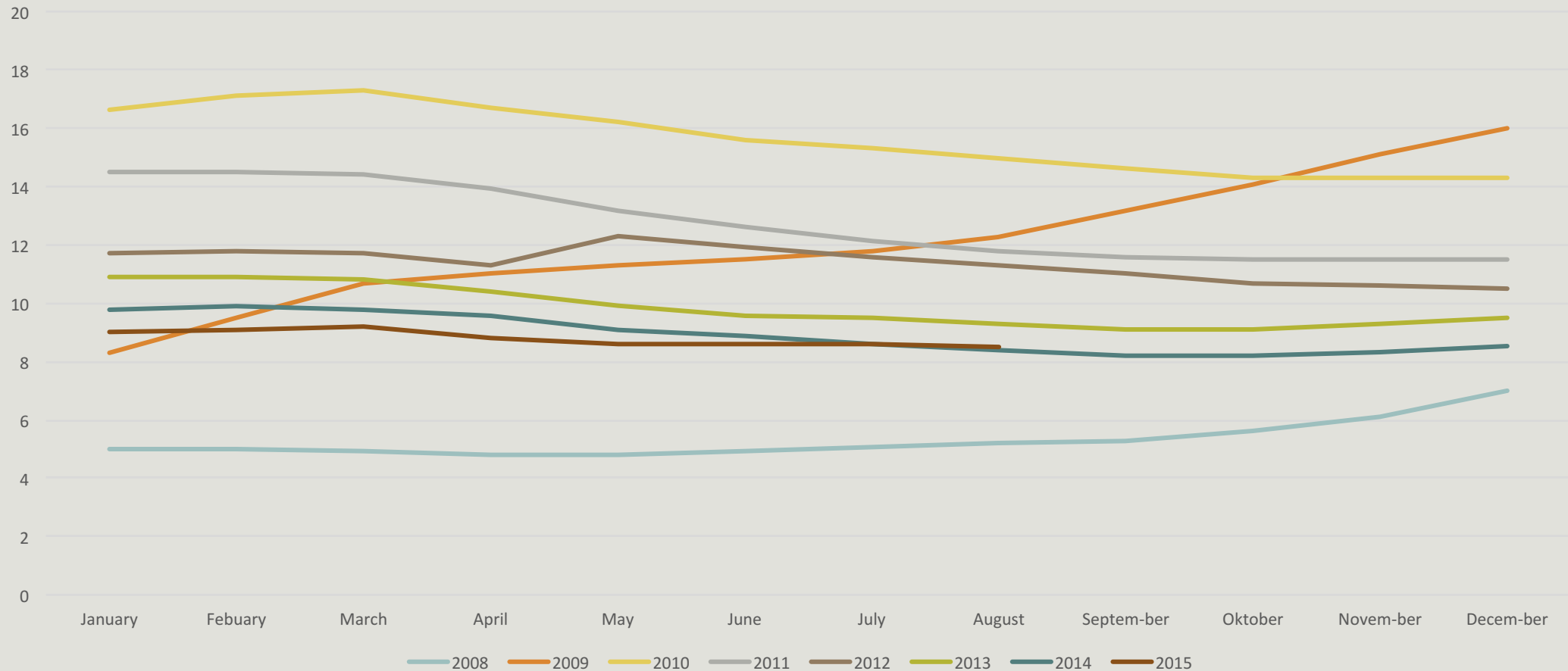
Unemployed by age groups



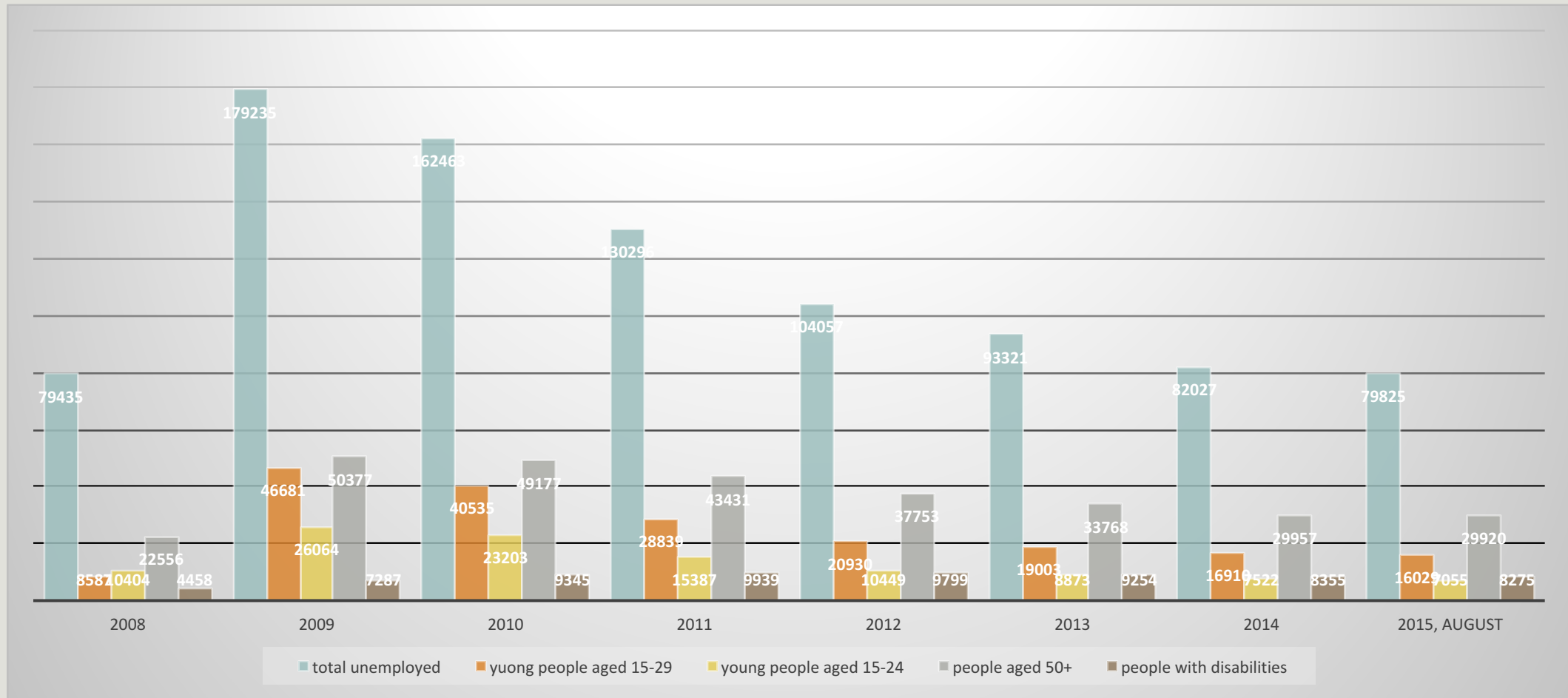
Unemployed by education



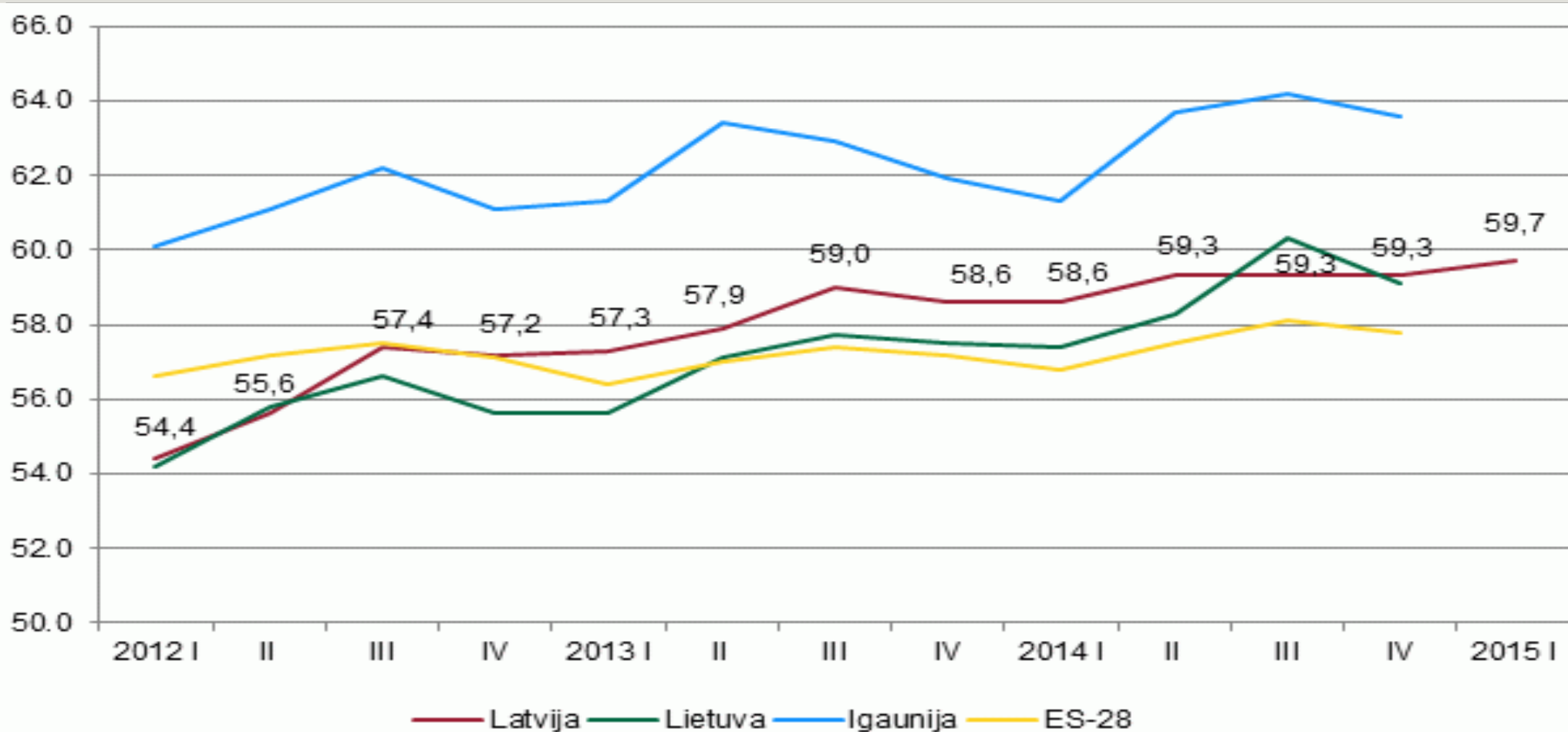
The registered unemployment rate,%



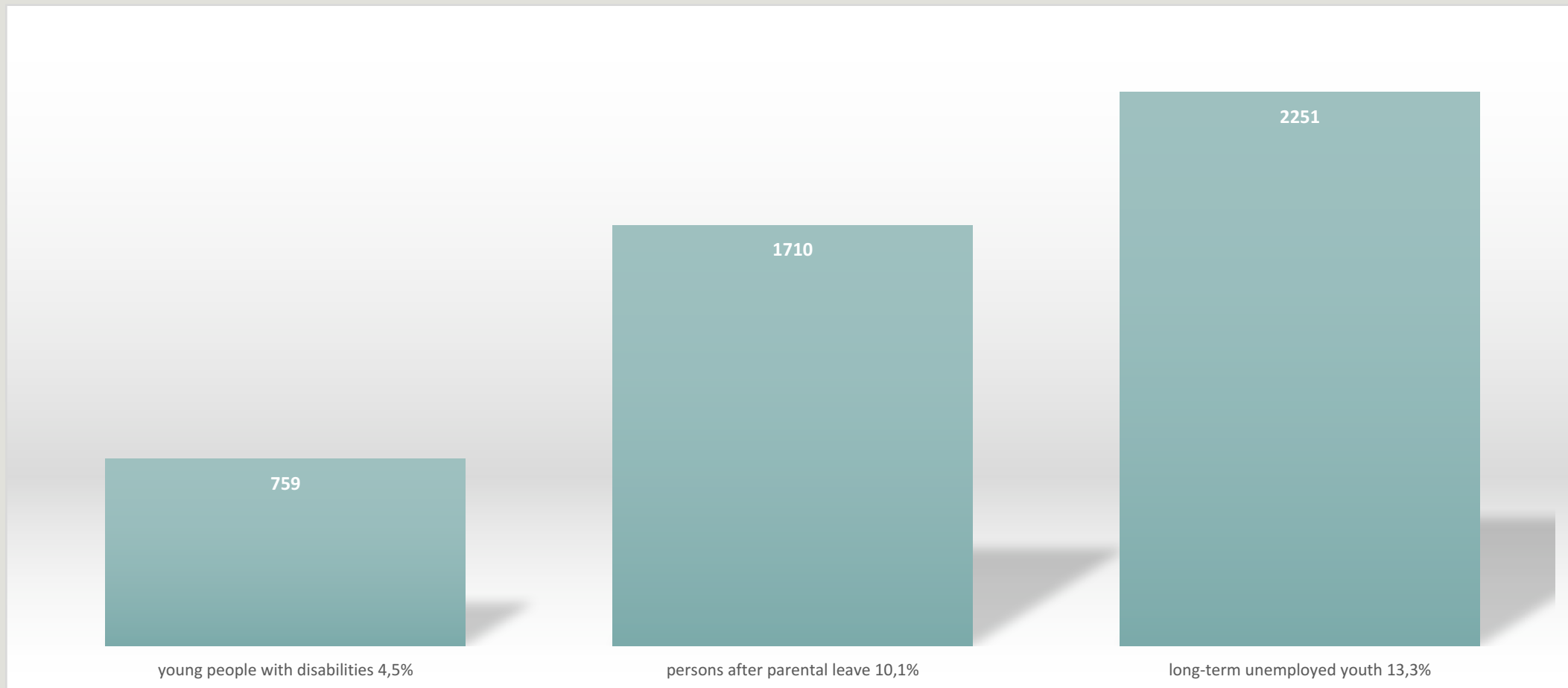
Dynamics of the number of unemployed



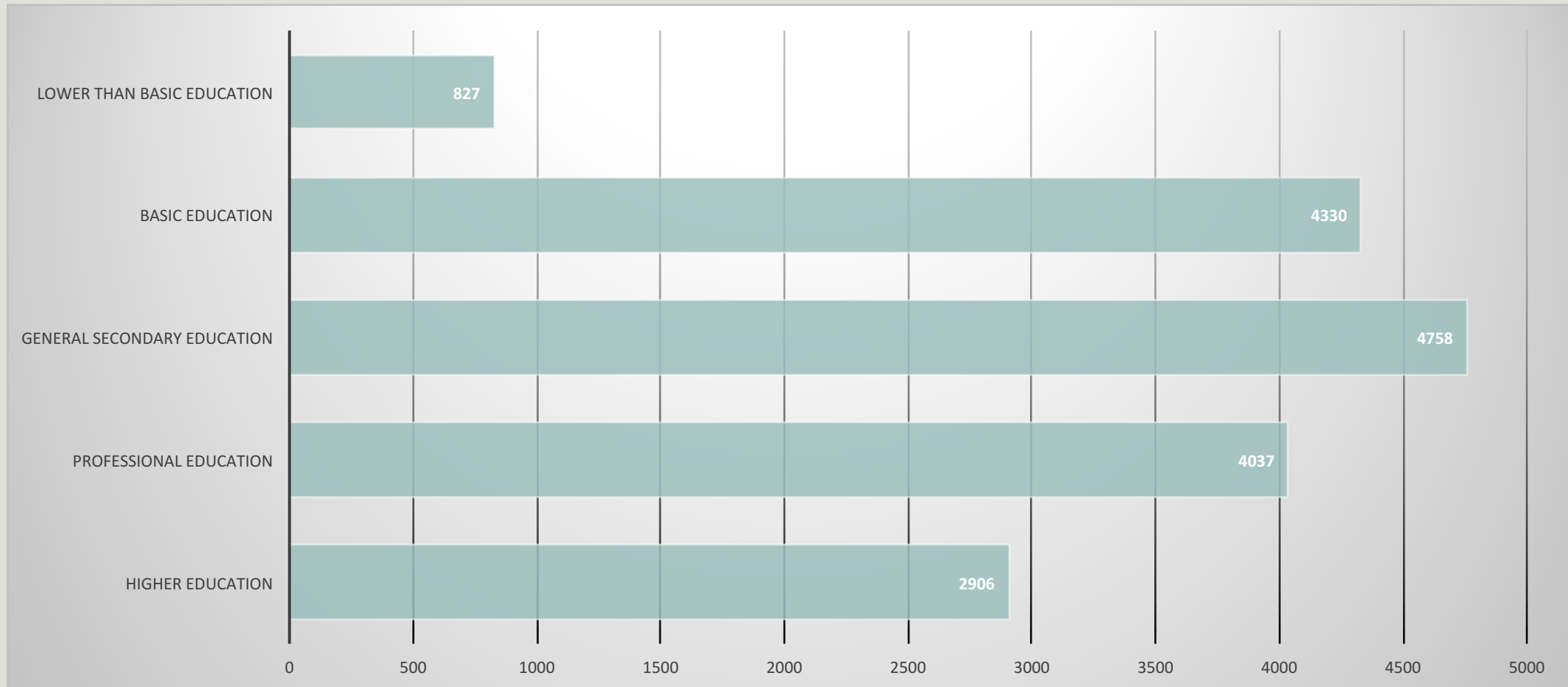
The employment rate in the Baltic States and in the European Union, %



Youth unemployed statistics by target groups



Youth unemployed statistics by education



Youth employment problems in Latvia

Low levels of education

Young people after the acquisition of general education does not continue learning - there is no professional qualification - without a particular specialty and skills

Lack of work experience or work experience in less qualified professions: Handyman, retail store salesman, construction worker, etc.

Professional competence does not meet the labour market requirements

Is not familiar with the legal aspects of the work relationship - high the risk of undeclared work

State language / foreign language proficiency inadequate to labor market requirements

Profession and career choice difficulties (*not ready for professional choice*) or ill-considered choice of profession (*for example, by EM forecasts demand for engineering and information and communication technology professionals significantly exceed supply, but too few young people are studying production technology, mathematics*)

Work place shortage

Youth unemployment profile

Youth unemployment risk

Lack of work experience

Skills acquired in education institution do not meet the labor market needs - academic knowledge or practical skills shortage



Young people who are out of work can be divided into two categories:

Young people with primary or secondary school education

Young people who are studying or have just finished their studies

Conditions for successful integration into the labor market

- ▶ Practical knowledge (*knowledge and practical experience at work*)
- ▶ Knowledge of foreign languages
- ▶ Business communication (especially self-presentation and communication)
- ▶ Reduced ambitions and salary requirements
- ▶ Targeting
- ▶ Serious attitude towards work
- ▶ High motivation and desire to learn

- ▶ Employers' demands for young people is very high
- ▶ A lack of employers' patience towards their next employee

Youth unemployment - how to overcome it

Can be addressed:

- Taking into account different dimensions (*economic, social, political, educational, etc.*)
- In cooperation with many partners at different levels (*local, national, European*)

- **Positive thinking**
- **Encouragement of new job seekers**
 - Educational process - vocational skills and social competence development
 - Support for change of attitude
 - The promotion of entrepreneurship
 - Collaboration and promotion of social networking
- **The fight against social exclusion**

Programs to support the unemployed young in Latvia

The work place of youth - subsidizes jobs creation and hands-on training with an employer

Support for youth volunteering - activities in the public interest for 6 months

Unemployed professional and informal learning with a voucher system - an opportunity to acquire the labour market adequate professional knowledge and skills

Youth guarantees *(from January 1, 2014)*

Employment measures

- The first work experience for a young person
- Subsidized jobs for unemployed young people (disadvantaged workers)
- Subsidized jobs for unemployed young people (young unemployed with disabilities)
- The development of skills necessary for the work for the non-governmental sector

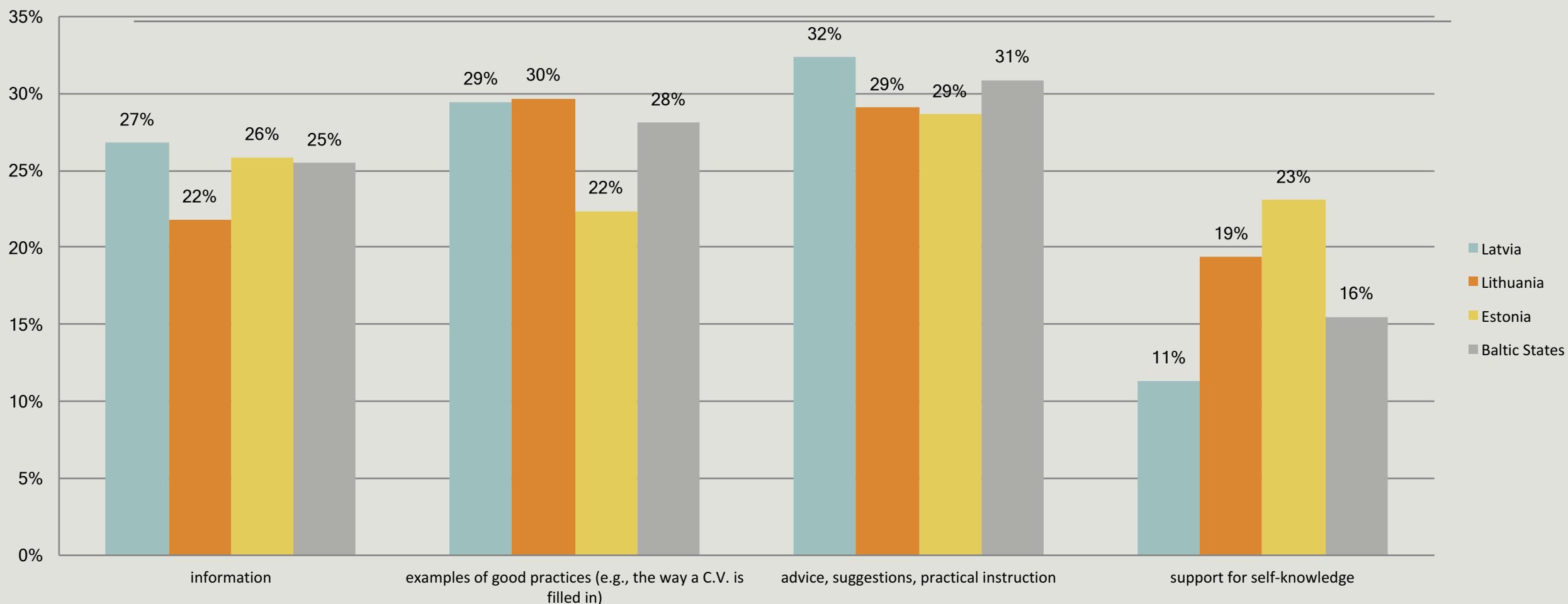
Educational measures

- Non-formal education programs implementation
- Professional continuing education and professional development programs implementation
- Workshops for young people

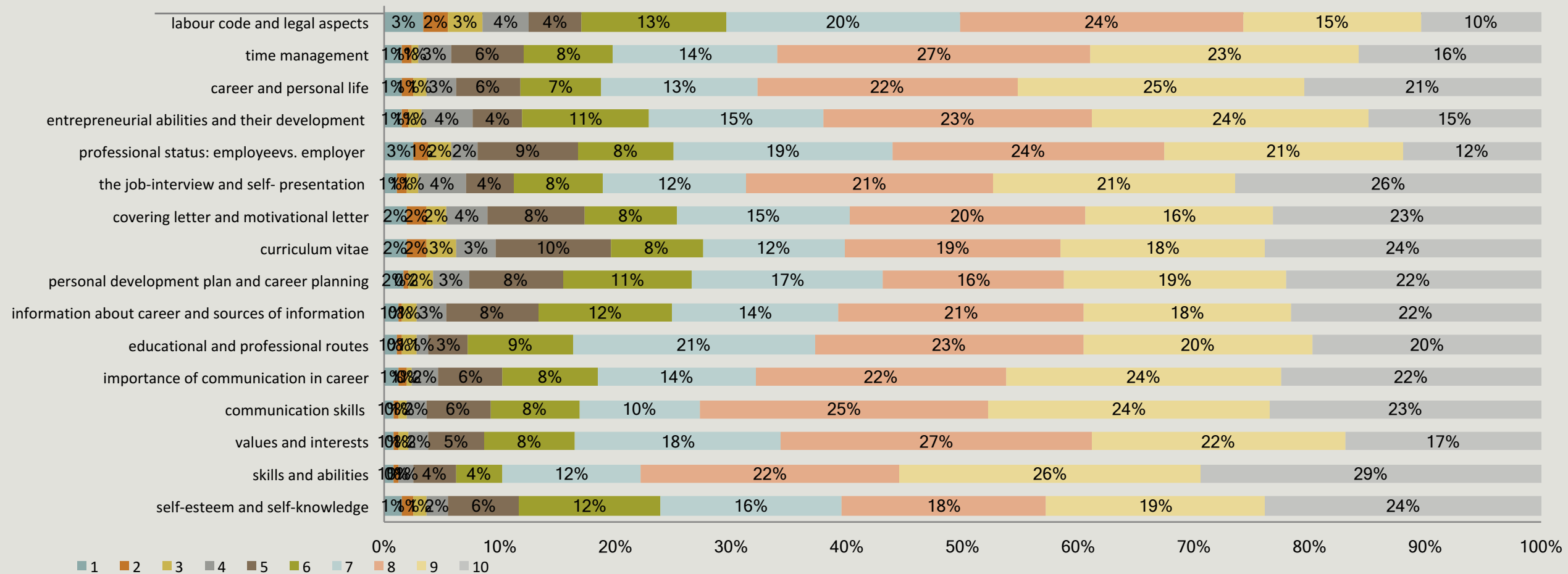
Support activities

- Career advice
- Competitiveness-increasing measures
- Support for young people in regional mobility
- Support for self-employment and business start-ups

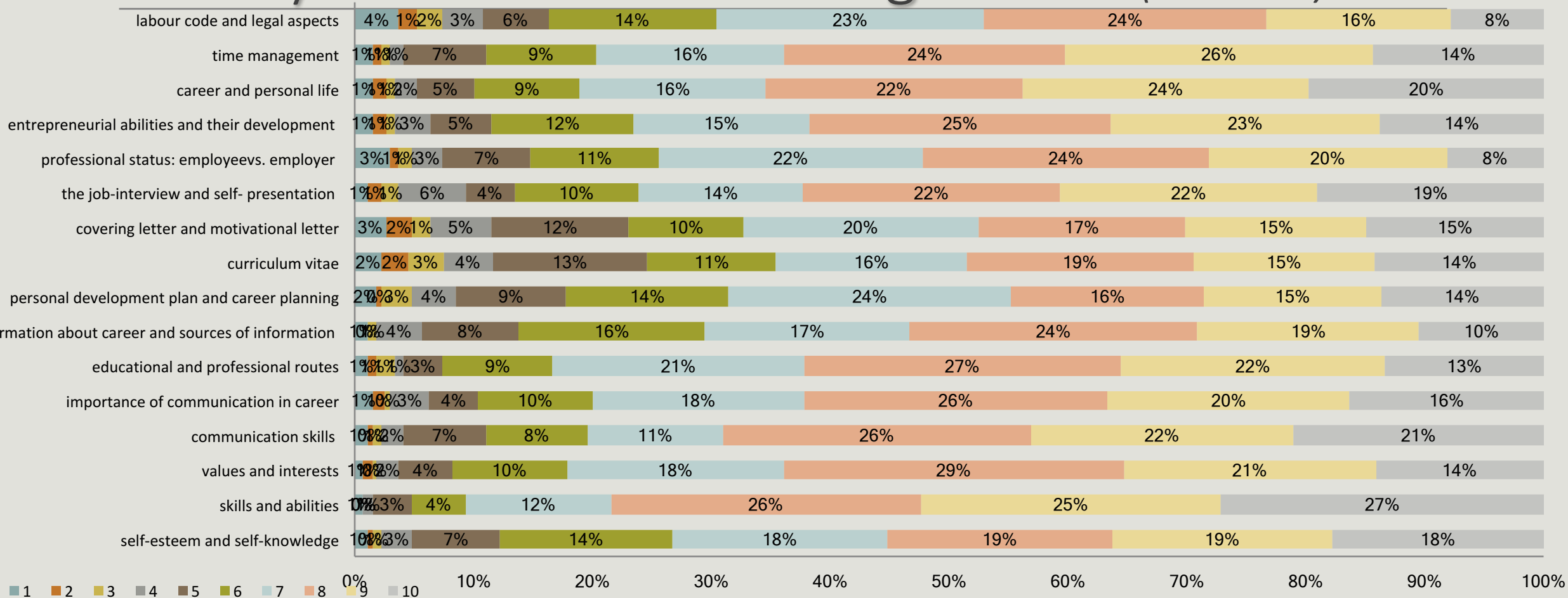
For vocational guidance, students need (tick maximum two answers)



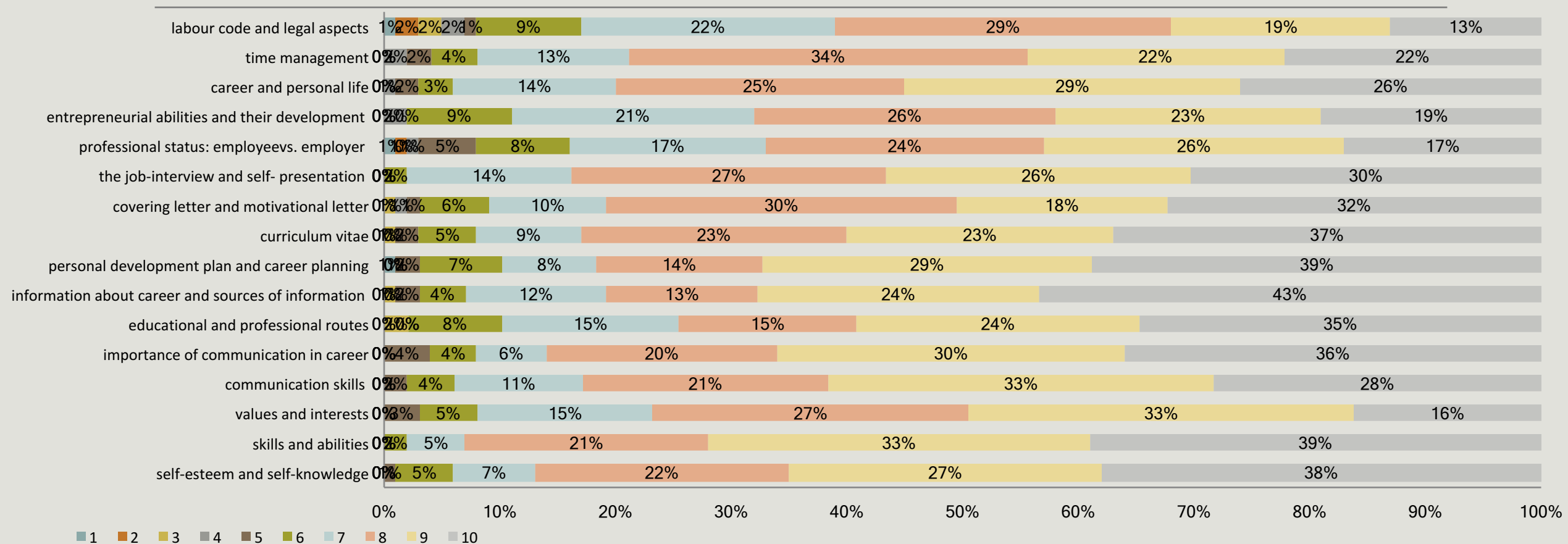
How necessary are the information suitable for your vocational career guidance (*Baltic countries*)



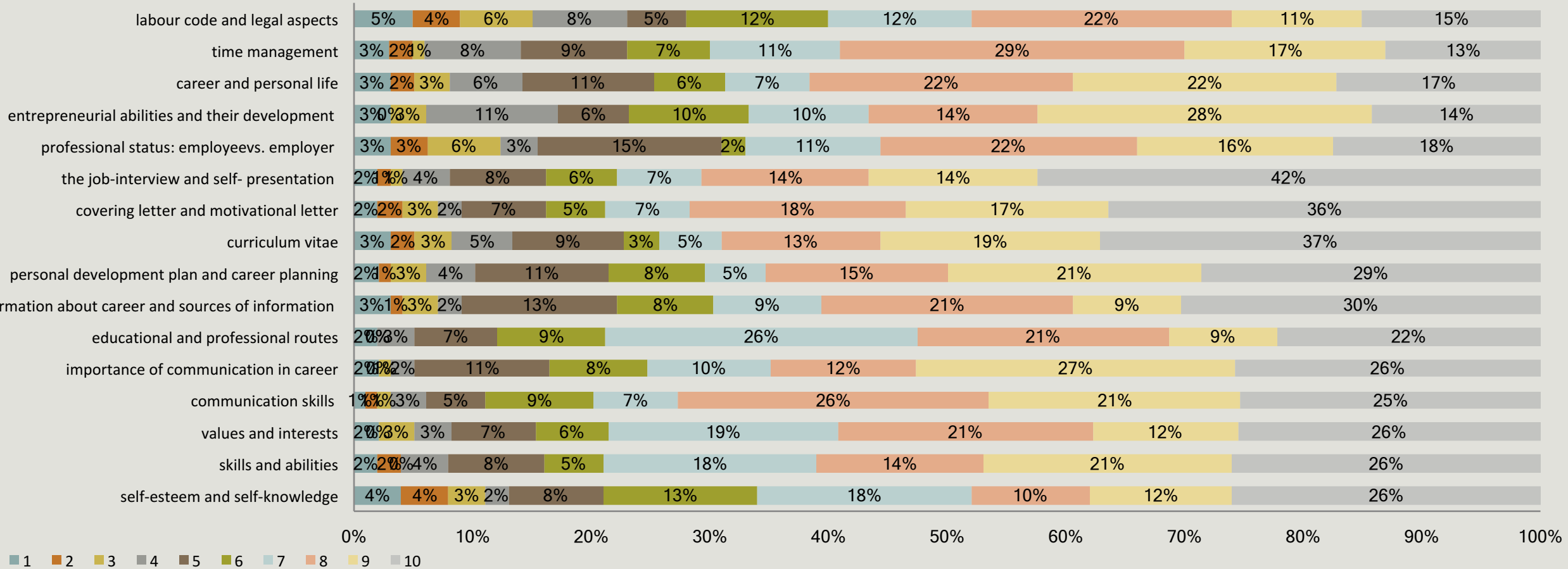
How necessary are the information suitable for your vocational career guidance (Latvia)



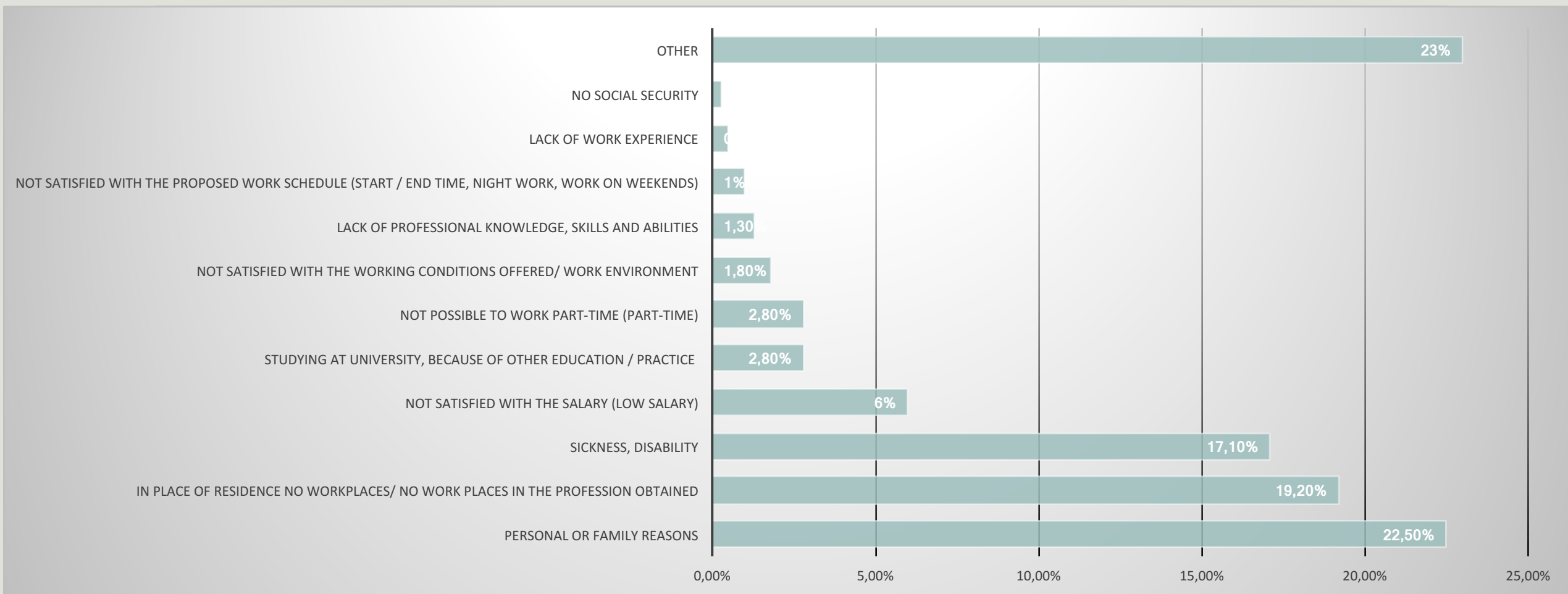
How necessary are the information suitable for your vocational career guidance (Lithuania)



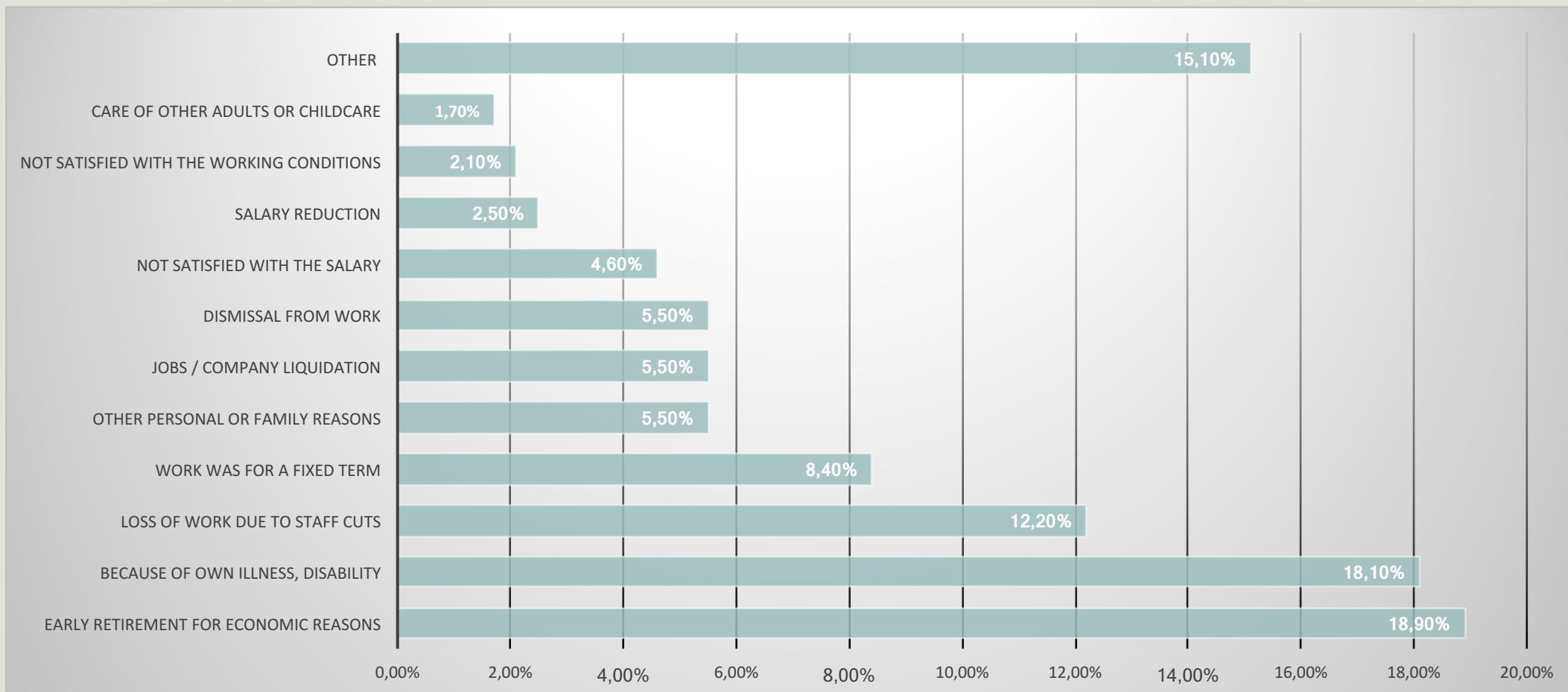
How necessary are the information suitable for your vocational career guidance (*Estonia*)



Reasons why people 50+ currently not working, %



Reasons why have stopped working



People in **Latvia** (also in Lithuania,) aged 50+ is the generation that were educated and started the development of their carriers in „communism” i.e. in conditions of socialism

One can name common characteristics:

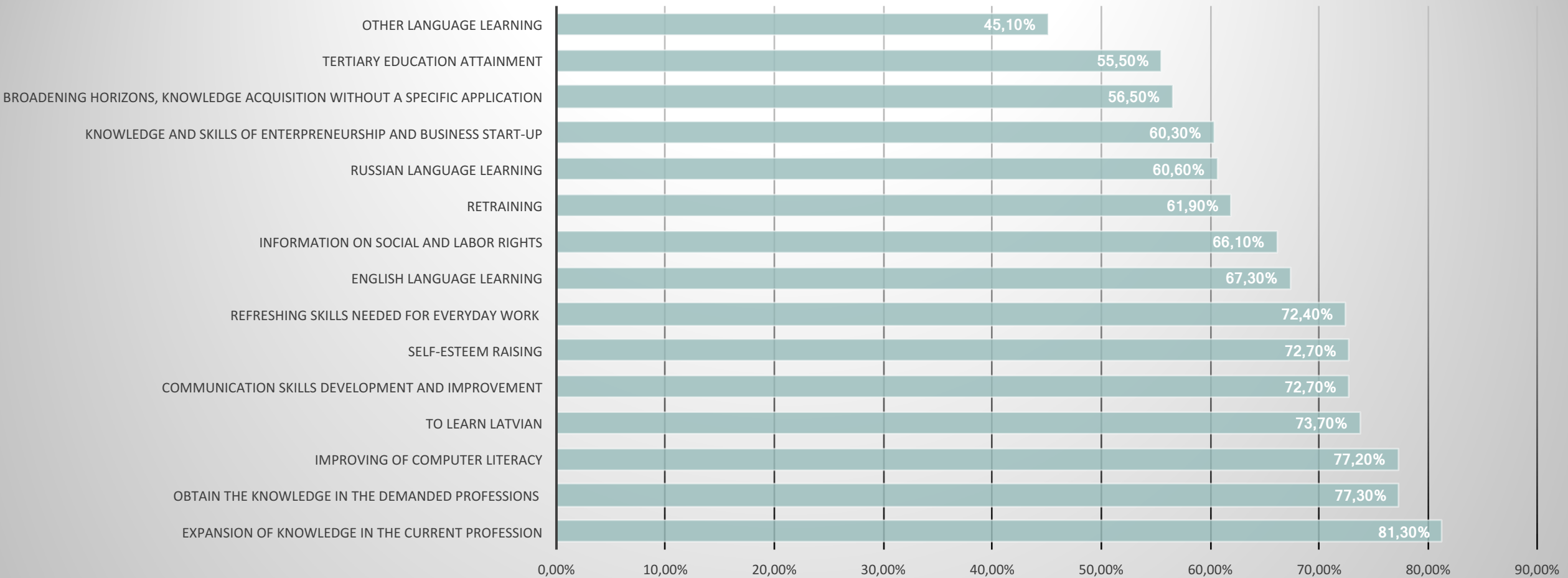
- **Lack of initiative;** think that everything must be provided by state or something else;
- Hold the opinion that it is good to work in the same organization **for a long time;**
- **Not ready for changes ...**

Thus providing education and requalification possibilities for this generation is one of the priorities reflected in few normative documents.

Pre-retirement age people's problems with finding employment

- Lack of skills, labor market demands inadequate qualifications
- Low levels of education
- Lack of motivation and boldness to improve or acquire new qualifications
- A lack of confidence in the likelihood that employers will recruit them at their age
- Health problems
- Discrimination based on age; prejudices and stereotypes
- Insufficient knowledge of Latvian

Activities that contribute to the integration into labor market



Programs in Jelgava for people 50+

- Seniors are offered to attend special **English** and **computer classes**. Those, who have accomplished these courses, can join **English club** or **computer fan club**
- **CONNECT, LATVIA! +E-SKILLS WEEK IN LATVIA**
- Creative studio „**Seniors for Jelgava**” – offer seniors a possibility to be socially active, promoting their membership in city’s life and events

PROMOTION OF EMPLOYMENT

National programs (*State Employment Agency*)

- Subsidized working places
- Paid temporary public work
- Training/ courses + psychological assistance + practical assistance

Regional and local activities

(Zemgale Region Human Resource and Competences Development Centre)

- Training
- Activities/ projects/ new initiatives

NGO

- training + motivation
- activities/ projects/ new initiatives

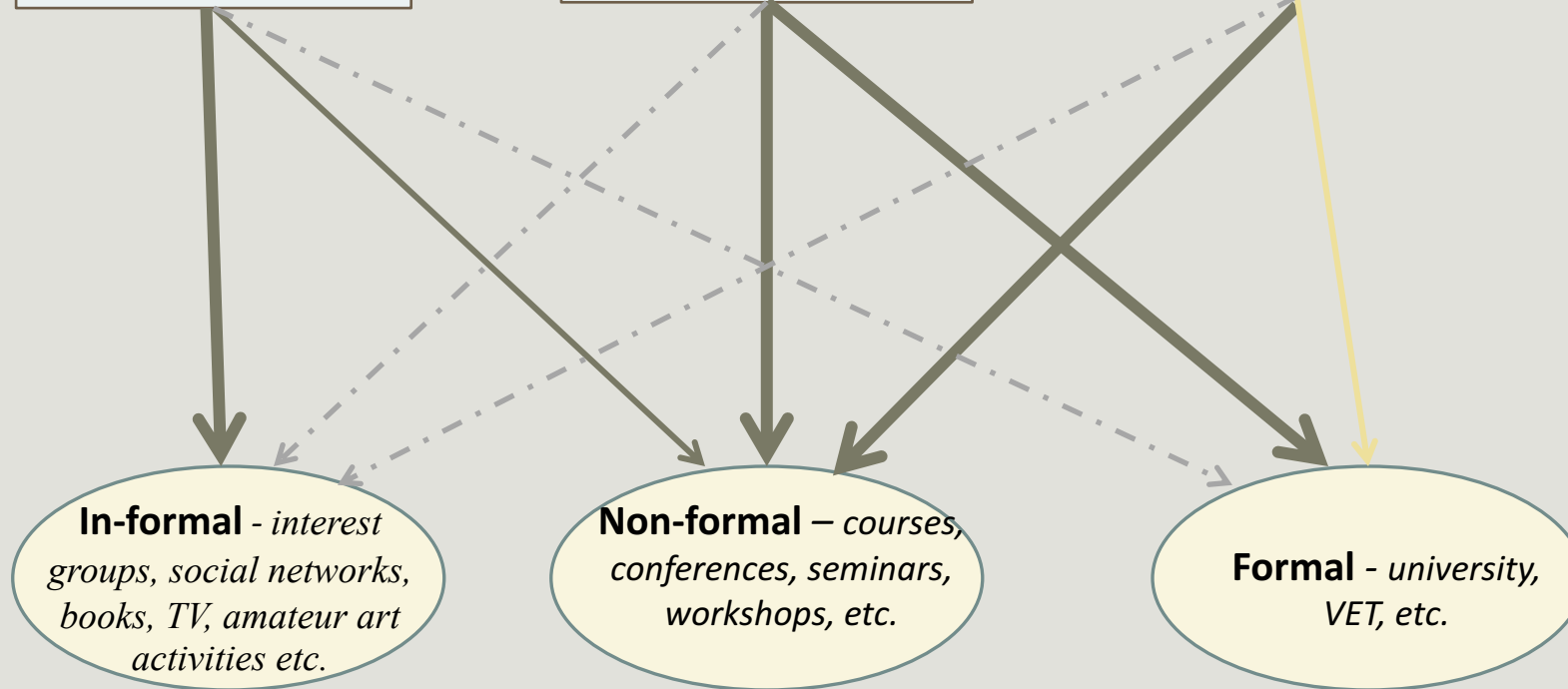
Self-employment (craft, cleaning service ...)

Learning purpose - living a happy and fulfilled life

**SELF
DEVELOPMENT**

**PROFESSIONAL
DEVELOPMENT**

**INCLUSION IN THE
LABOR MARKET**



EDUCATION INNOVATIONS TRANSFER CENTRE

Non-formal learning opportunities in Jelgava

Foreign languages (English, German, Russian, French and Latvian)

Computer application (Corel Draw Graphics, Adobe Photoshop, Basic Computer design, Basic Photo design, Development of home pages; Online technologies and digital skills in education process in schools)

Business competencies (Commercial science and administration, Secretarial and office work; Labor safety and fire security)

Professional competencies for teaching staff (4 courses)

Other competencies (For employees in tourism industry, Addiction prevention, For medical staff, For employees of law enforcement institution)

Engineering competencies – metal workings

For yourself, home and family business (Basic floristic, Painting on silk and glass, Sewing shop, Film making, Decorating textiles, Photo art)

Career counseling in Latvia

73 career counselors

Career methodology

Research of interests

Objective:
Investigate the vocational interests, vocational scope identification and choice

Thinking process research

Objective:
Research on individual peculiarities of the thought process. The study of individual nonverbal intelligence aspect (imaginative thinking, spatial perception and attention). Clarification of the nature of intellect.

Personality research

Objective:
determination of the individual psychological characteristics of personality, main communication strategies

Motivation research

Objective:
motivational clarification with regard to career planning.

Kinds of the career counseling

Consultation purpose:to assist in career planning, determination of professional suitability, as well as job search and retention skills acquisition

Individual career counseling - professional aptitude, personality traits and characteristics of the profession of research, professions alternative search, individual career plan preparation, job interview preparation, assistance in resume and cover letter drafting

Individual diagnostic consultation - the professional tendency of thinking features, capacity for work study and their compliance with professional ambitions

Group career counseling - career problem solving, information on education and career development, professional competence correlation study of the labor market

Group informational career advice - Information on current developments in the labor market, the chosen profession standard requirements and educational opportunities in Latvia.

Participation in activities to reduce unemployment

		persons		
	long-term unemployed	young people aged 15-29	with disabilities	people aged 50+
Competitiveness improvement measures (including info days)	10733	15158	4737	22257
paid temporary public works	5051	0	769	3515
non-formal learning	2821	738	959	2755
youth guarantee	914	0	637	0
professional training, retraining and skill development	786	748	295	833
Activities for certain groups of persons	282	356	78	258
business or self-employment start	35	65	9	31
support for the unemployed with addiction problems	25	0	10	28
Training at the employer	8	105	4	11
skills development necessary for work in non-governmental sector	0	685	0	0
workshops for young people	0	428	0	0
support to youth regional mobility	0	359	0	0