

Job Coaching Project/Matching Project for Long-Term Unemployed Young People

Title	Job Coaching/Matching Project for Long-Term Unemployed Young People
Coverage	Austria
Organization/enterprise	Austrian Federal Chamber of Commerce (<i>Wirtschaftskammer Österreich - WKÖ</i>)
Topic	Career guidance Apprenticeship
Target group and outreach	Young persons (15-25 years old) in particular from disadvantaged groups, who have been unemployed for more than 180 days, and for whom all other projects aimed to integrate them into the labour market have previously failed.
Purpose	Long-term unemployment among youth is considered to be a serious problem by the WKÖ. An innovative project for long-term unemployed young people aims at giving adolescents aged between 15 and 25 a chance to get a job or, alternatively, access to education. It provides for a personal coach, who helps the adolescent to deal with relevant government institutions (i.e. the Public Employment Service) and employers, and helps them to retain a job or job placement. The coaches are in constant personal contact with the young people and accompany the young people to job-interviews with suitable employers.
Key features	<p>(1) Involves the employers' organization (WKÖ) and Public Employment Service, thereby bridging supply and demand</p> <p>(2) Combines training on core skills for employability, personal coaching and job placement</p> <p>(3) Is co-funded by the employers' organization and the Public Employment Service</p>
Strategy and approach	<p>In December 2005 the WKÖ launched the project, which was designed to run until mid 2007. The Public Employment Service selects the participants. The project starts with a "qualification unit", an eight-week period during which the young participants are trained in communications, social skills, mathematics and other core employment skills that improve their chances at job applications and job interviews. Additionally, the adolescents become used to a stable, daily routine and social structure in order to help them integrate into the world of work.</p> <p>The second step is the placement. The coach acquires adequate job offers for the adolescent and makes appointments for interviews. The coach accompanies the adolescent to the interview and takes part in the job interview if necessary.</p> <p>When adolescents are accepted for the job, the coach accompanies them in the first two months. This measure is expected to help stabilize the employer-employee relationship. The experience gathered in pilot projects shows that the first two months are critical and if employees stay in their job for two months, they will normally stay for a longer period.</p> <p>For the companies involved in the project, a range of financial support is granted by the Public Employment Service. Generally, an adolescent is coached for a period of 9 months.</p>

Partners	The Austrian Federal Chamber of Commerce (WKÖ) and the Public Employment Service Austria (AMS) jointly provided funds for this project (one-third of the costs are covered by the WKÖ and two-thirds by the AMS). The company AUFLEB (Agency for Unemployed People) is in charge of the organization and implementation of the project.
Major achievements	Since 2005, 2,012 young people have participated in this project. About 65 per cent have found a job. As a result of the success of the job coaching project a follow-up project started in June 2007.
Additional information	
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