

JOB_DEVELOPER

from job creation to competence development

An overview

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Erasmus+

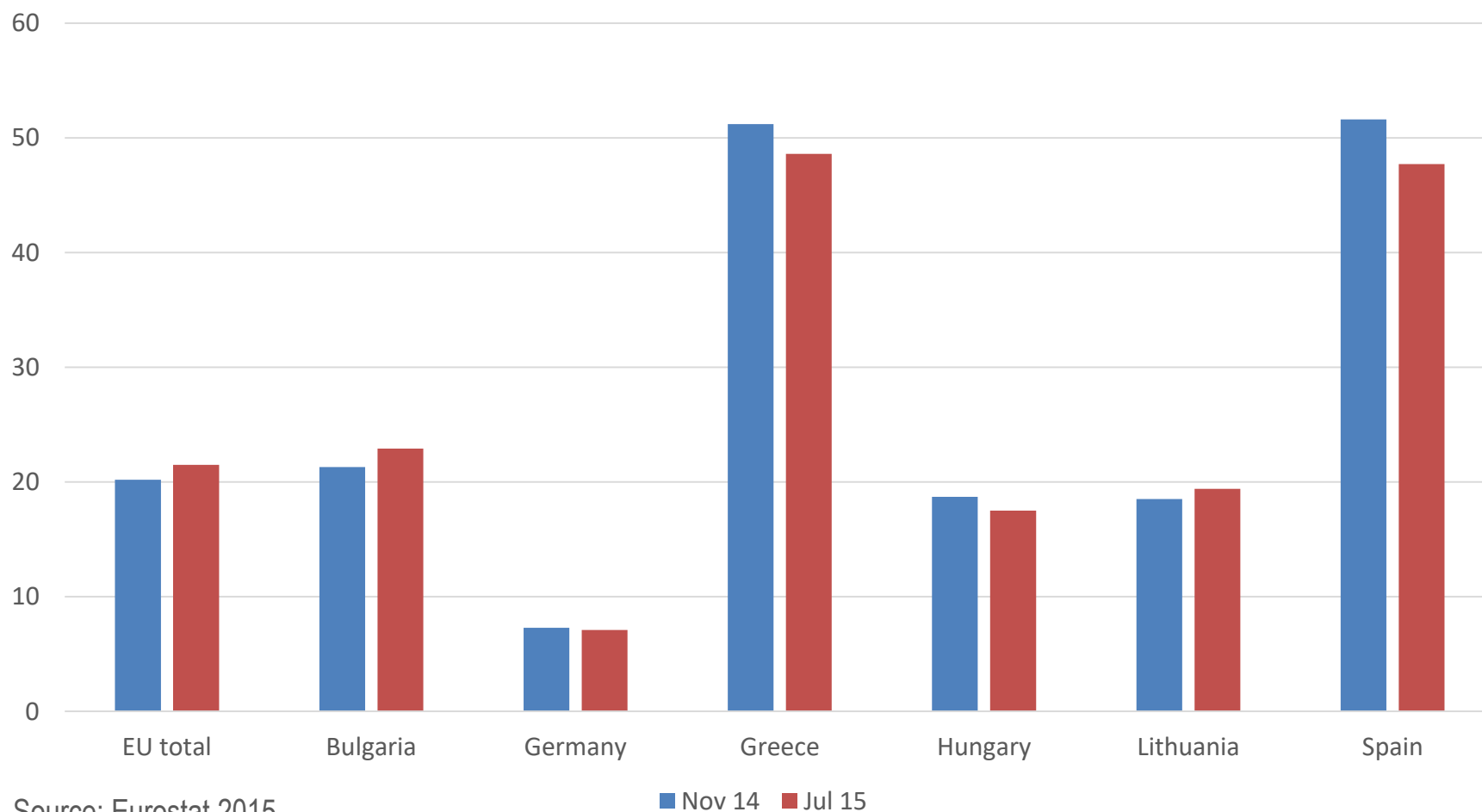
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the European Union



1. European challenges
2. Guiding questions of the project
3. Goals
4. Project partners
5. Instruments
6. Project phases
7. Target groups
8. Actors
9. Differences to the „Enterprise+“ project
10. Current status

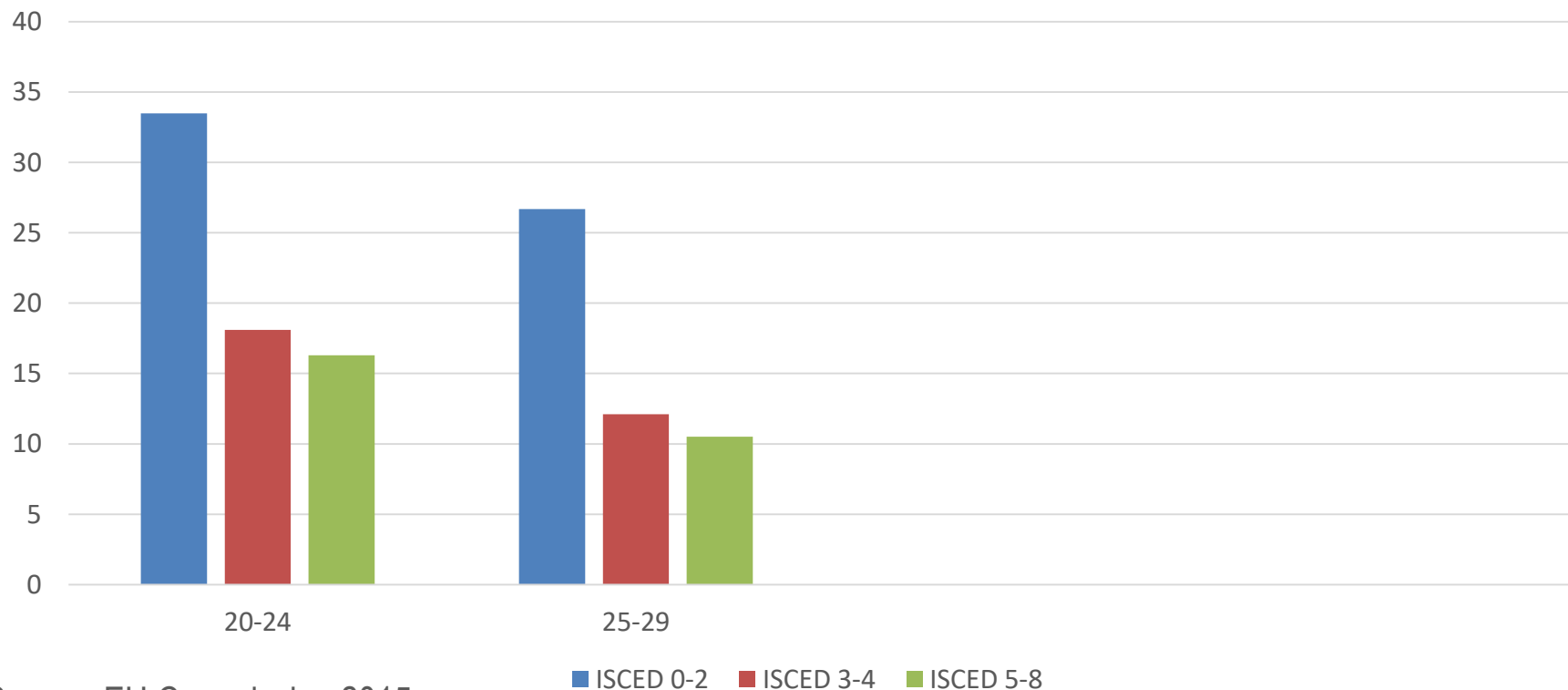
1. European challenges

Youth unemployment rate in % (age 15-24 years)



1. European challenges

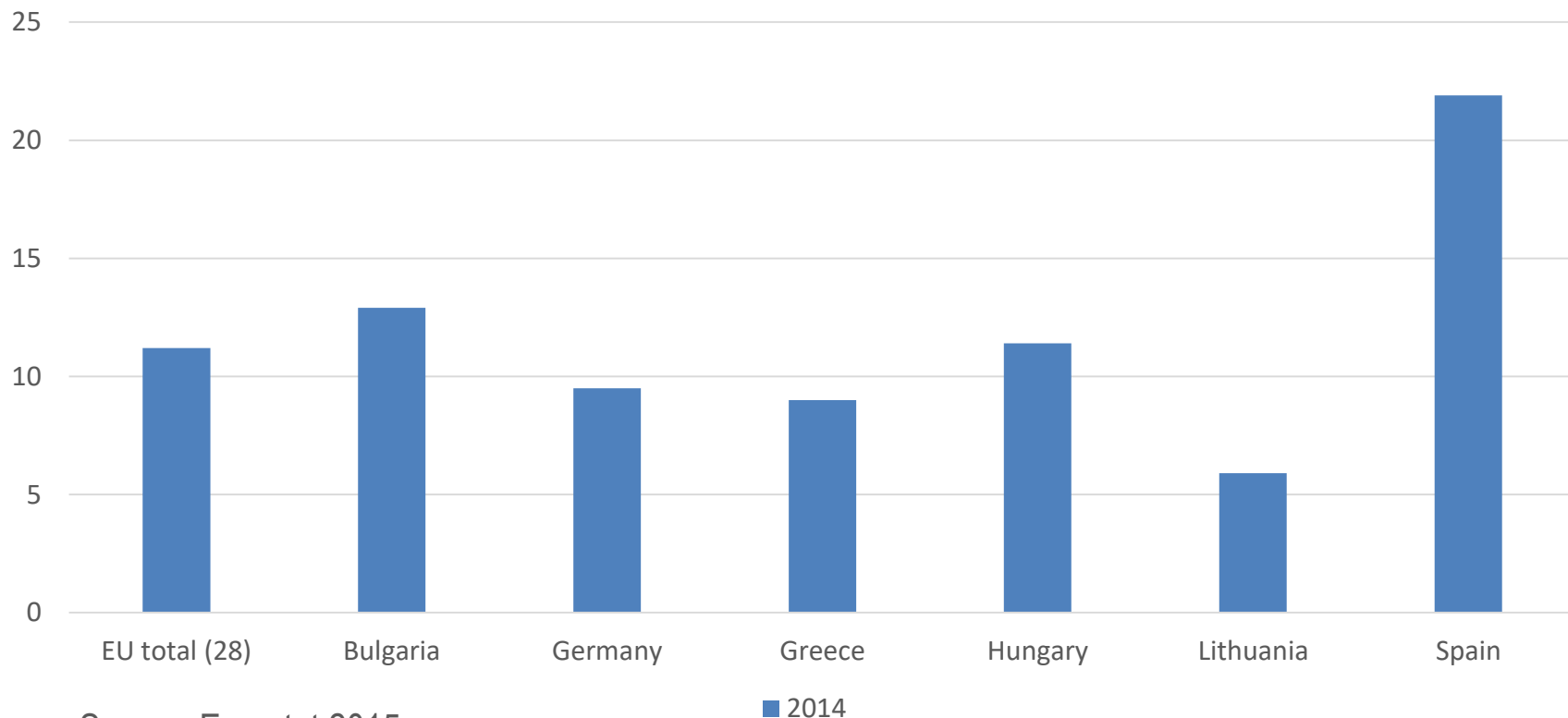
Youth unemployment rate by highest education level attained (2014)



Source: EU Commission 2015

1. European challenges

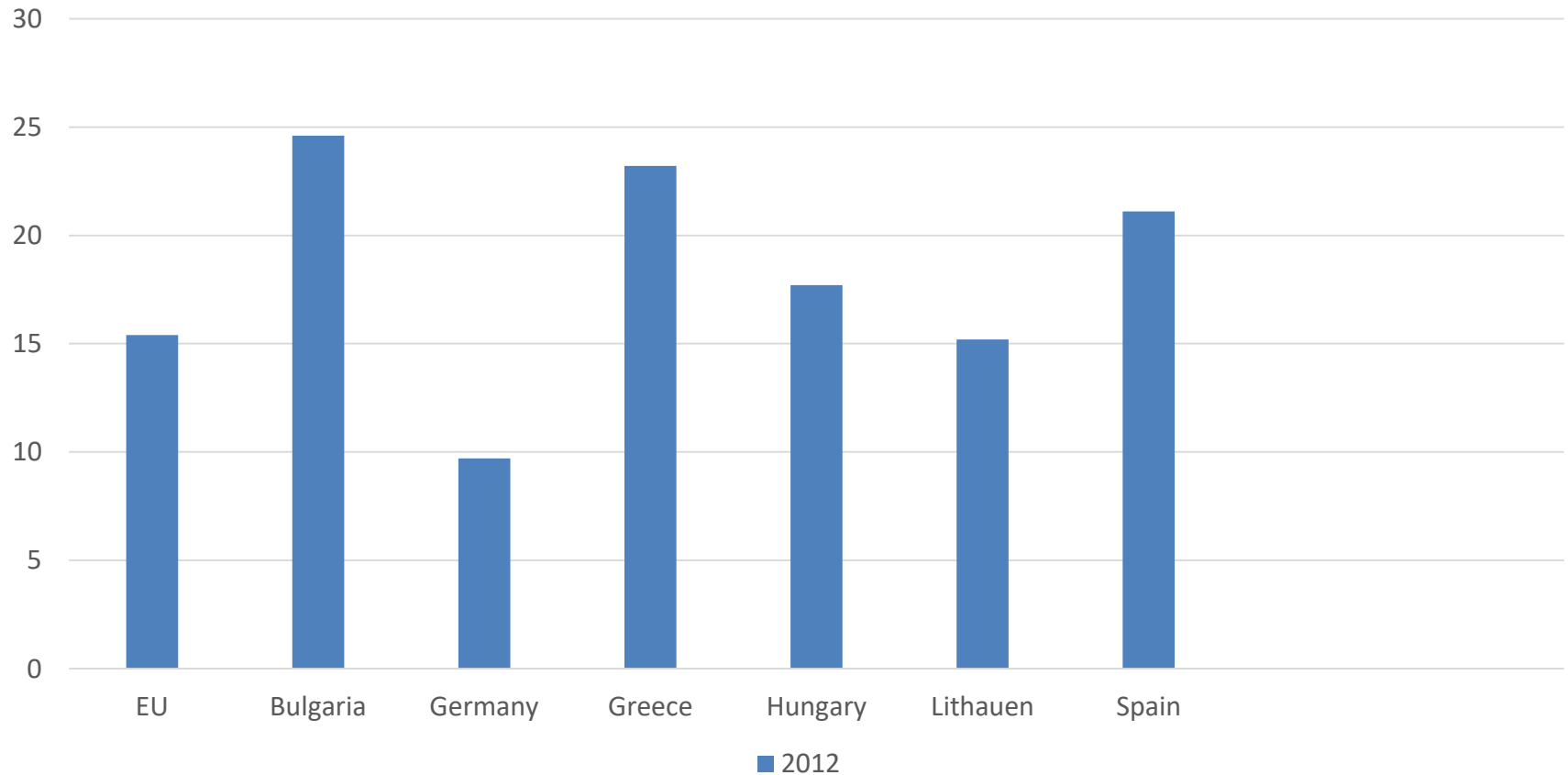
Early leavers from education and training 2014 (age 18-24 years)



Source: Eurostat 2015a

1. European challenges

NEETs 2013 (15-29 years)



Source: Eurofound 2012

1. *European challenges*

Labor market perspective:

- High youth unemployment in sectors sensitive to the economic situation
- Difficulties in filling vacant occupations - mismatch between supply and demand

2. Guiding questions

How can education and (further) training measures be adapted to fit the requirements of the labor markets?

How can career guidance be improved to lower the drop-out rate out of education and training?

How can new employment opportunities be created?

3. Goals

- a) To improve education and vocational training according to the requirements of the labor markets
- b) To improve career guidance
- c) To create new employment opportunities

→ Training of “**Job Developers**”

4. Project partners

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Bulgaria



Lithuania



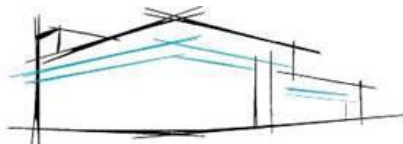
Hungary



Germany



Spain

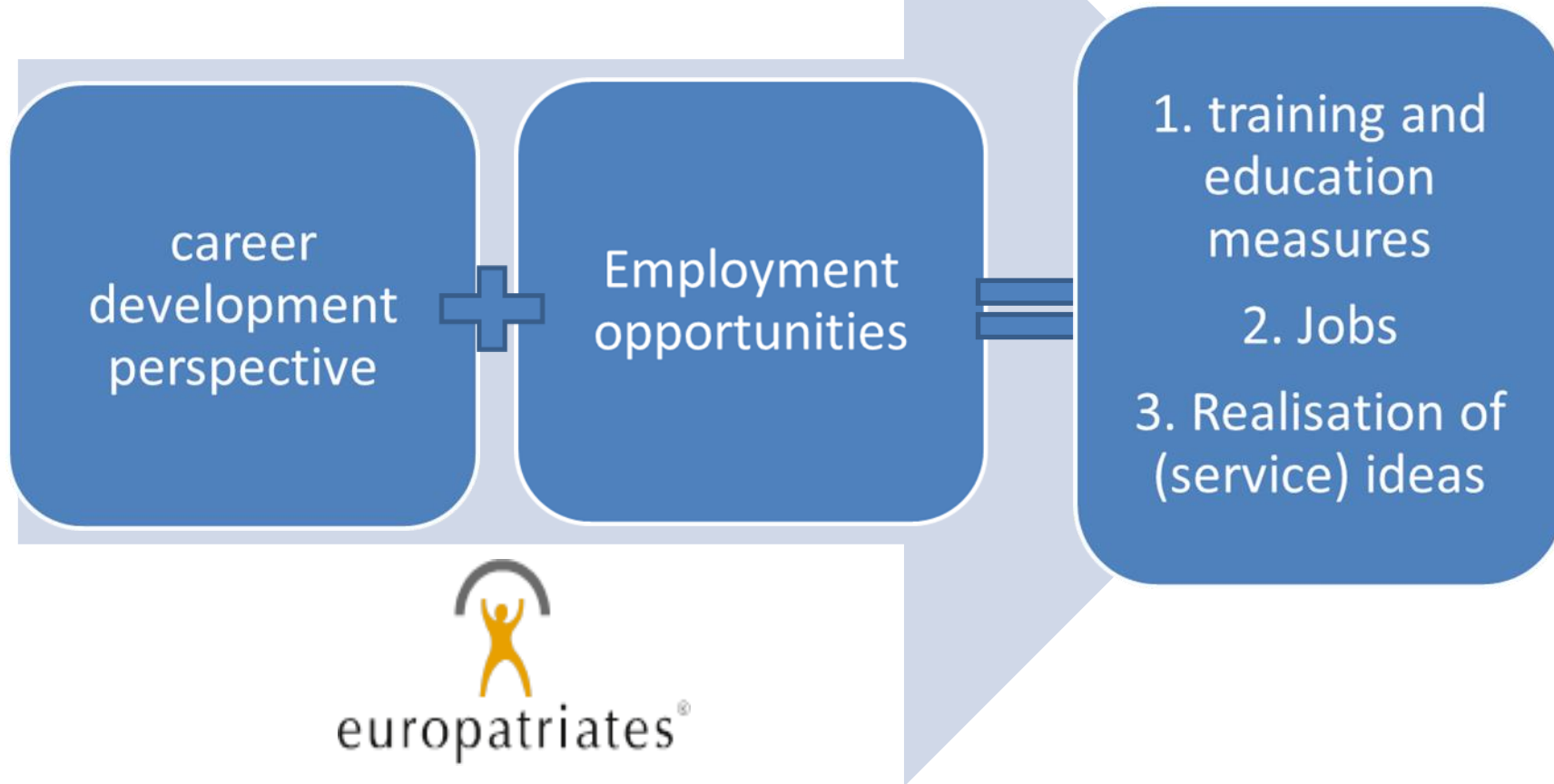


Greece



5. Instruments

Elements of the „Minipreneure“ concept:



Source: Hartz, Peter/Petzold, Hilarion, 2014

5. Instruments

Create a career development perspective:

Talent diagnosis - systematic detection of:

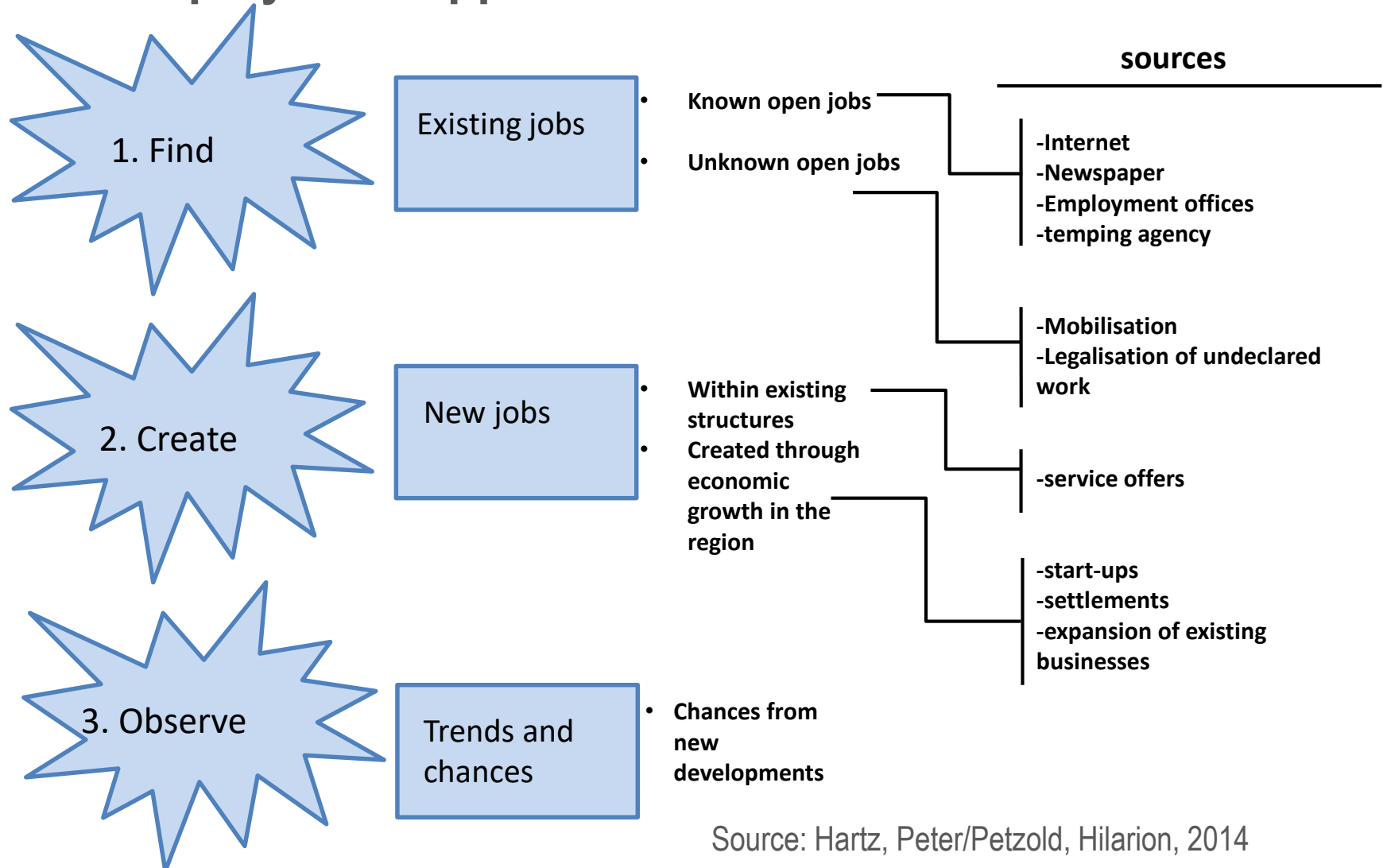
- Competences and talents
- Professional interests

→ Creation of a personal development plan:

Range of target occupations or activities

5. Instruments

Detect employment opportunities:



Source: Hartz, Peter/Petzold, Hilarion, 2014

5. Instruments

Evaluation of the results (expert hearing):

- Formulation of development objectives
- If necessary: recommendations for further training/education measures
- Job offers
- Further support for the realization of service

6. Target group

Primary target group:

- Multipliers in each country

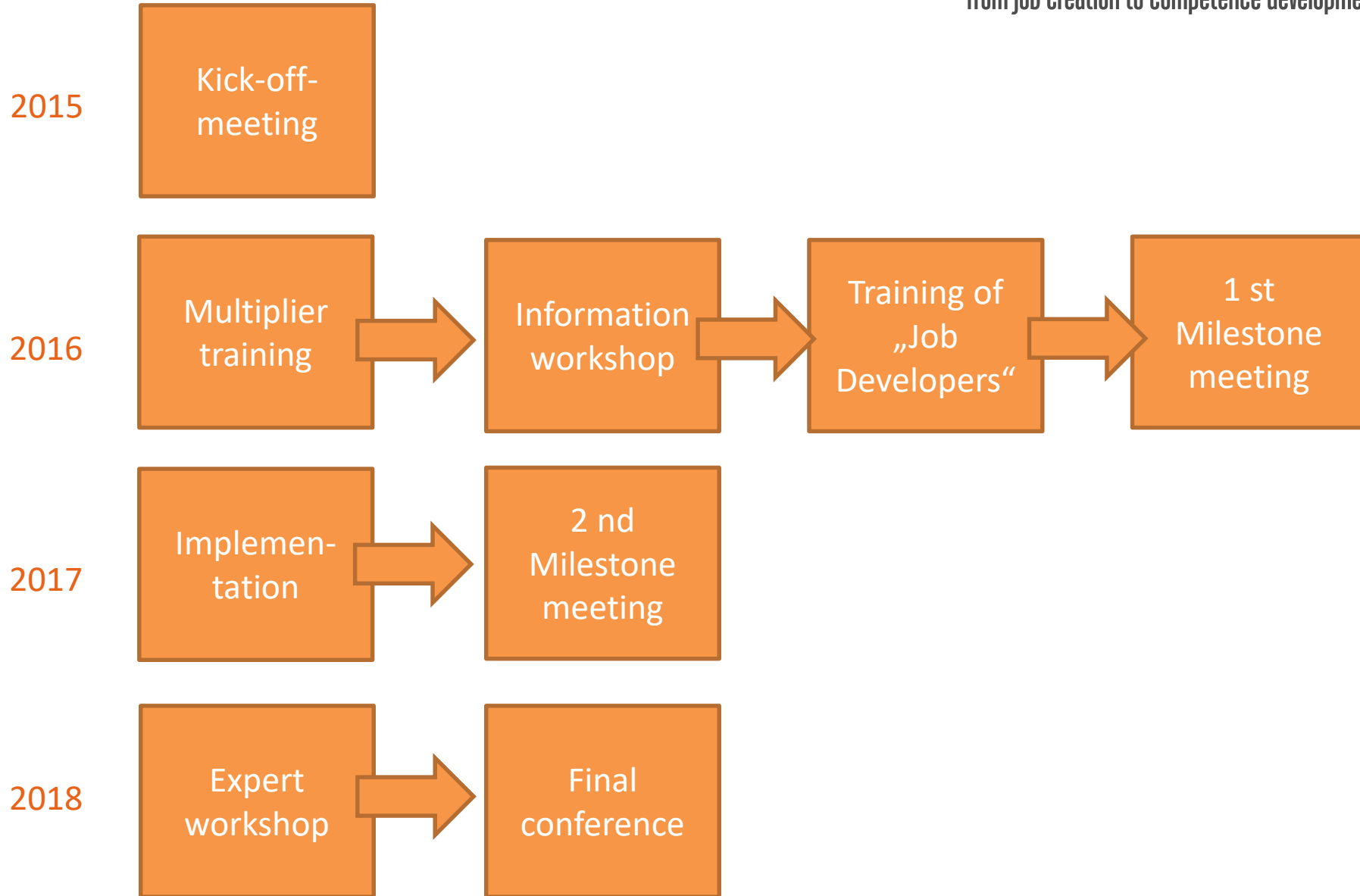
Secondary target group:

- Young people in need of career guidance
age 18-29 years

7. Actors

- Organizers (recruiting of „Job Developers“, experts and participants)
- „Job Developers“ (experts for talent diagnosis, employment radar and expert hearing)
- HR-decision-makers and domain experts for the expert hearing
- participants

8. Project phases



8. Differences to the **enterprise** project

INNOVATIVE POTENTIAL MEETS EXPERIENCE

1. assessment of
*entrepreneurial
potential*

vs.

2. Development of
*entrepreneurial
competences*

vs.

1. assessment of
*general talents and
interests*

2. Development of
*employment
opportunities (jobs,
training,
entrepreneurship)*

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9. *Current status*

- First logo draft
- Homepage
- Press release

- EU Commission 2015: http://eur-lex.europa.eu/resource.html?uri=cellar:d4b27e70-5b8a-11e5-afbf-01aa75ed71a1.0001.05/DOC_2&format=PDF (9.11.2015)
- Eurofound 2012: http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1254en.pdf (9.11.2015)
- Eurostat 2015: http://ec.europa.eu/eurostat/tgm/table.do?tab=table&language=de&pcode=t_eilm021 (9.11.2015)
- Eurostat 2015a: http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=t2_020_40&plugin=1 (9.11.2015)
- Hartz, Peter/Petzold, Hilarion (2014): *Wege aus der Arbeitslosigkeit. MINIPRENEURE. Chancen um das Leben neu zu gestalten – Zur Bewältigung von Langzeitarbeitslosigkeit*, Springer-Verlag, Wiesbaden.

Thank you!

*The project team of the Institute of Work
Science is looking forward to a
successful cooperation with you!*

