DISADVANTAGED YOUNG PEOPLE: JOINING THE WORLD OF WORK
# TABLE OF CONTENT

## INTRODUCTION: NATIONAL BACKGROUND

I. Briefly about the project 3  
II. The socio-economic background 3  

1. Economy Vienna 3  
2. Education 4  
   2.1. System of Educational and Vocational Training 4  
   2.2. Statistics on educational achievement 5  
3. Unemployment 7  
4. Poverty of young people 9  
5. Social policy 11  
   5.1. Institutions responsible for social politics 11  
   5.2. Political declarations regarding the TG problems 11  

III. Target groups 12  
IV. Why are new measures necessary? 13  

## PROJECT DESCRIPTION SPACE!LAB

I. DP SPACE!LAB 13  

1. Aims and overall strategies 13  
2. Strategies 14  
3. Project structure 15  

II. Good practices 16  

1. Introduction to activities 16  
2. Tools/methods 18  
3. The best practices 21  
4. Challenges 24  

III. Recommendations 26  

## REFERENCES 27
INTRODUCTION NATIONAL BACKGROUND

I. Briefly about the project

The DP space!lab offers girls/young women and boys/young men (age group 15 to under 25) in Vienna who are remote from the labour market, who personally don’t see any perspectives as to work life and who are largely present in public space low-threshold access into the labour market via specific empowerment policies.

The present paper gives a general survey of the situation of young people in Vienna. The outlined data and facts, however, are not exhaustive but meant to give a short insight into the subject-matter only.¹

II. The socio-economic background

1. Economy – Vienna

Structural changes and high dynamics have been signifying the economy of Vienna during the past decades. According to the Austrian Institute of Economic Research, the increase in productivity during the last thirty years was 20% higher in Vienna by national comparison.

The above-average economic growth is mainly owed to the increase of the service sector, which comprises about 84.6% of the working population of Vienna (2003, Statistics Austria). The share of the service sector of the regional GDP (gross value added at basic prices by economic activity, 2003) accounts for 83% in Vienna (national level: 68%), secondary sector 16.7% (30.1% in Austria) and primary sector 0.2% (Austria 1.9%) Overall economic growth in Vienna amounts to +0.6% for 2003 to 2004.

The development of Vienna’s economy is characterised by the promotion of lines in the productive and the service sector demanding both intensive know-how and technology. These specialisations bring along a rising demand for highly qualified employees which is reflected in the bigger share of Viennese habitants with higher educational degrees by national comparison, especially among younger people (compare Table 1).

2. Education
2.1. System of Educational and Vocational Training

Figure 2 shows the Austrian Educational System. Vocational Training is called apprenticeship training and takes place at two different sites: company-based training of apprentices is complemented by compulsory attendance of a part-time vocational school for apprentices [Berufsschule]. Thus, apprenticeship training is also referred to as “dual vocational training system” or as “dual system”. For more detailed information see http://www.bmbwk.gv.at/fremdsprachig/en/schools/secondary1.htm4708.xml#1

Integrative vocational training is a special form of the dual system. It is meant to improve integration into the work life of disadvantaged young people with personal placement difficulties. There are two forms: training in an apprentice job with a prolonged apprenticeship training duration (one to two years) – the “prolonged apprenticeship training” – or the “partial training” of an apprenticeship job within a period of one to three years, aimed at teaching parts of one or more apprenticeship jobs.

Source: Federal Ministry for Education, Science and Culture, 2005
2.2. Statistics on Educational Achievement

In Vienna the percentage of high-qualified young adults is higher than on national level, and at the same time, also the share of young people holding compulsory school certification only is distinctly higher than all over Austria. Slightly fewer people complete an apprentice training in Vienna than in Austria. Young Viennese women achieve a relatively high degree of education in comparison to men of the respective age group (see Table 1).

<table>
<thead>
<tr>
<th></th>
<th>Vienna</th>
<th>Austria</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td>Compulsory school</td>
<td>26,2</td>
<td>26,1</td>
</tr>
<tr>
<td>Apprenticeship Training</td>
<td>18,5</td>
<td>31,6</td>
</tr>
<tr>
<td>Middle Secondary school</td>
<td>10,5</td>
<td>6,2</td>
</tr>
<tr>
<td>Upper Secondary school</td>
<td>39,6</td>
<td>33,7</td>
</tr>
<tr>
<td>Tertiary school</td>
<td>5,2</td>
<td>2,4</td>
</tr>
<tr>
<td>Total</td>
<td>100,0</td>
<td>100,0</td>
</tr>
</tbody>
</table>

Source: Statistics Austria

The following groups are of special interest in the context of the DP.

- **Young students without a positive school leaving certificate.** There is no statistical data on the number of female and male students without a positive school leaving certificate in Austria. It is estimated, however, that some 4% of young people of one age group do not have a school leaving certificate.

- **Early school-leavers.** The share of early school-leavers in Austria, i.e. the percentage share of those 18 to 24-year-old young people who do not attend a school or further training and who only reach a secondary school certification I (“Hauptschule” or the first four years of “AHS”, a school of higher learning usually terminated after 8 years with a “Matura” degree) lies at 9.1% according to EUROSTAT (EU-25: 14.9%). Unlike in the EU-25, the percentage of early school leavers used to be higher among young females until 2003; since then however, also in Austria like in the EU-25 this share is higher among young men (9.5%) than among young women (8.7%, in 2005, see Table 2).

---

2 These indications refer to the educational standard of the 20 to until 25-year-old Viennese. The survey included this age group because it can be taken for granted that the majority of this age group has already terminated ISCED training levels 3-4 (apprenticeship, vocational schools of medium learning and vocational schools of general and higher learning).

Table 2: Early school leavers – Percentage of the (female/male/total) population aged 18-24 with at most lower secondary education and not in further education or training

<table>
<thead>
<tr>
<th>Year</th>
<th>Women Austria</th>
<th>Men Austria</th>
<th>Total Austria</th>
<th>Women EU-25</th>
<th>Men EU-25</th>
<th>Total EU-25</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>10.7</td>
<td>9.6</td>
<td>10.2</td>
<td>15.5</td>
<td>19.9</td>
<td>17.7</td>
</tr>
<tr>
<td>2001</td>
<td>10.7</td>
<td>9.7</td>
<td>10.2</td>
<td>14.8</td>
<td>19.2</td>
<td>17.0</td>
</tr>
<tr>
<td>2002</td>
<td>10.2</td>
<td>8.7</td>
<td>9.5</td>
<td>14.4</td>
<td>18.9</td>
<td>16.6</td>
</tr>
<tr>
<td>2003</td>
<td>9.9</td>
<td>8.6</td>
<td>9.3</td>
<td>14.2</td>
<td>18.1</td>
<td>16.2</td>
</tr>
<tr>
<td>2004</td>
<td>7.9</td>
<td>9.5</td>
<td>8.7</td>
<td>13.1</td>
<td>18.0</td>
<td>15.6</td>
</tr>
<tr>
<td>2005</td>
<td>8.7</td>
<td>9.5</td>
<td>9.1</td>
<td>12.7</td>
<td>17.1</td>
<td>14.9</td>
</tr>
</tbody>
</table>

Source: EUROSTAT

- Persons with low educational attainment: The share of young Viennese holding a compulsory school certification only is about 26% (17.4% in Austria, see Table 1).

The number of apprentices⁴ in Vienna was 16,202 per December 31st 2005, 36.8% accounting for girls. This is a slight plus of 2.7% versus the previous year. The number of apprenticeship training positions in the first apprentice year increased by 13.8% in the reference period in Vienna. Regardless of the slight positive trend recently, the situation of apprenticeship training positions seekers remains precarious. Thus in the annual average of 2005 there were 1,741 young people (690 females and 1,051 males) looking for an apprenticeship training position versus 283 open positions. The integrative vocational training is attended by 2% of the Viennese apprentices.

3. Unemployment

Like in EU-25, in Austria youth unemployment rate is nearly twice as high as total unemployment quota. For the group of young adults aged under 25 years, the data from EUROSTAT for 2005 show for the first time a higher share of unemployed young men (10.7%) than for young women (9.7%). During recent years, the unemployment rate was on the average one percentage point higher for females (see Table 3).

Table 3: Harmonised unemployment rates in % of active population, 2005

<table>
<thead>
<tr>
<th></th>
<th>Austria</th>
<th>EU-25</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td>Under 25-years-olds</td>
<td>9.9</td>
<td>10.7</td>
</tr>
<tr>
<td>Total (all age groups)</td>
<td>5.5</td>
<td>4.9</td>
</tr>
</tbody>
</table>

Source: EUROSTAT

⁴ cf. LEHRLINGSSTATISTIK 2005, Austrian Economic Chambers
Regarding long-term unemployment (more than 12 months) and very long-term unemployment (more than 24 months), the Austrian rates range well below EU-25 average (see Table 4, Table 5, Table 6).

Table 4: Long term unemployment rate – in % of active population, yearly averages

<table>
<thead>
<tr>
<th></th>
<th>Austria</th>
<th></th>
<th>EU-25</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td>Total</td>
<td>Women</td>
<td>Men</td>
<td>Total</td>
</tr>
<tr>
<td>2000</td>
<td>1,2</td>
<td>0,9</td>
<td>1,0</td>
<td>4,8</td>
<td>3,3</td>
<td>3,9</td>
</tr>
<tr>
<td>2001</td>
<td>1,1</td>
<td>0,7</td>
<td>0,9</td>
<td>4,6</td>
<td>3,2</td>
<td>3,8</td>
</tr>
<tr>
<td>2002</td>
<td>1,2</td>
<td>1,0</td>
<td>1,1</td>
<td>4,6</td>
<td>3,3</td>
<td>3,9</td>
</tr>
<tr>
<td>2003</td>
<td>1,1</td>
<td>1,1</td>
<td>1,1</td>
<td>4,7</td>
<td>3,6</td>
<td>4,1</td>
</tr>
<tr>
<td>2004</td>
<td>1,4</td>
<td>1,3</td>
<td>1,3</td>
<td>4,7</td>
<td>3,6</td>
<td>4,1</td>
</tr>
<tr>
<td>2005</td>
<td>1,4</td>
<td>1,2</td>
<td>1,3</td>
<td>4,5</td>
<td>3,5</td>
<td>3,9</td>
</tr>
</tbody>
</table>

Source: EUROSTAT

Table 5: Long term unemployment share in % of unemployment, yearly averages

<table>
<thead>
<tr>
<th></th>
<th>Austria</th>
<th></th>
<th>EU-25</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td>Total</td>
<td>Women</td>
<td>Men</td>
<td>Total</td>
</tr>
<tr>
<td>2000</td>
<td>27,0</td>
<td>28,2</td>
<td>27,7</td>
<td>46,8</td>
<td>44,3</td>
<td>45,6</td>
</tr>
<tr>
<td>2001</td>
<td>25,8</td>
<td>22,0</td>
<td>23,6</td>
<td>46,4</td>
<td>43,7</td>
<td>45,1</td>
</tr>
<tr>
<td>2002</td>
<td>27,4</td>
<td>26,2</td>
<td>26,7</td>
<td>45,9</td>
<td>42,7</td>
<td>44,3</td>
</tr>
<tr>
<td>2003</td>
<td>23,8</td>
<td>28,5</td>
<td>26,4</td>
<td>45,8</td>
<td>43,9</td>
<td>44,8</td>
</tr>
<tr>
<td>2004</td>
<td>26,3</td>
<td>28,6</td>
<td>27,5</td>
<td>46,0</td>
<td>44,5</td>
<td>45,3</td>
</tr>
<tr>
<td>2005</td>
<td>24,9</td>
<td>25,7</td>
<td>25,3</td>
<td>45,5</td>
<td>44,5</td>
<td>45,0</td>
</tr>
</tbody>
</table>

Source: EUROSTAT
Regional Situation in Vienna

The situation on the Viennese labour market remains problematic for young people. The stock of unemployed young people (under 25) in Vienna according to official statistics (Employment Service) in Vienna was at 10,192 in the annual average of 2005. With a stock of 6,055 young men were more strongly affected than young women (4,137). There was a plus of 9.4% with men and 10.7% with young women versus the previous year. While the year 2004 recorded a slightly decreasing stock of young unemployed people versus 2003 (- 1.2% with women and – 2.5% with men), the trend of increasing unemployment continued in 2005. The addressed decrease in 2004 can be explained by a larger number of persons attending subsidy programs.

Not included in the official statistics are those unemployed persons that have not registered as job-searching at AMS (Employment Service). According to the alternative survey method of EUROSTAT\(^5\) (Labour Force Survey), the rate of unemployed young people (between 15 and 24) in Vienna was at 16.8% in 2004 and thus distinctly above the rate of 9.7% all over Austria. Recently (2004), young men (at 17.9%) were more strongly affected by unemployment than young women (at 15.5%).

The duration of unemployment is distinctly shorter with young people than with older ones. In total the average duration of unemployment is 151 days in Vienna (for 2005). With up to 19-year-olds the duration is 66 days and 86 days with the 20 to until 25-year-olds, i.e. they relatively quickly find a job by comparison or get integrated in labour market policy subsidy programmes.

4. Poverty of young people

The at risk of poverty rate according to the EUROSTAT definition (below 60% of the median equivalised income after social benefits) among the 16 to until 25-year-olds in Austria in 2004 lies at 13% (men 11%, women 15%). Poverty threat among young women lies slightly above that of women in total (14%). The rate of poverty threat among young men corresponds to that of the overall group\(^6\).

---

\(^5\) Unemployed persons are all persons who were not employed during the reference week, had actively sought work during the past four weeks and were ready to begin working immediately or within two weeks.

\(^6\) No regional data available.
Another indicator for measuring poverty is the administrative poverty rate (social assistance recipients). In the city of Vienna the increasing number of young people receiving social assistance (comp. Chapter Institutions responsible for social policies) is striking. In 2002 and 2003 the number of social assistance recipients increased the most in the age group of the 14 to under 18-year-olds (+20.6%). The number of social assistance recipients aged 18 to under 25 increased by 17% in the same period (see Figure 3).

Source: Fonds Soziales Wien, Stabsstelle Dokumentation,
*Persons having received financial support him/herself or by entitlement through family relation at least once during the respective year (2003), reasons of illness excluded.
In total the rate of young social assistance recipients (14 to until 25 years) in 2003 was at 23.8% with men and 24.1% with women (see Table 7).

Table 7: Recipients of social assistance* by age groups, VIENNA, 2003

<table>
<thead>
<tr>
<th>sex</th>
<th>age group</th>
<th>total number</th>
<th>Share of men / women</th>
<th>in % of men/women/total</th>
</tr>
</thead>
<tbody>
<tr>
<td>male</td>
<td>14 to under 18</td>
<td>1.621</td>
<td>52,0</td>
<td>7,2</td>
</tr>
<tr>
<td>female</td>
<td>14 to under 18</td>
<td>1.499</td>
<td>48,0</td>
<td>6,5</td>
</tr>
<tr>
<td>male</td>
<td>18 to under 25</td>
<td>3.709</td>
<td>47,7</td>
<td>16,6</td>
</tr>
<tr>
<td>female</td>
<td>18 to under 25</td>
<td>4.066</td>
<td>52,3</td>
<td>17,6</td>
</tr>
<tr>
<td>male</td>
<td>25 to under 30</td>
<td>2.363</td>
<td>43,6</td>
<td>10,6</td>
</tr>
<tr>
<td>female</td>
<td>25 to under 30</td>
<td>3.056</td>
<td>56,4</td>
<td>13,3</td>
</tr>
<tr>
<td>male</td>
<td>30 to under 40</td>
<td>5.419</td>
<td>47,3</td>
<td>11,9</td>
</tr>
<tr>
<td>female</td>
<td>30 to under 40</td>
<td>6.526</td>
<td>52,7</td>
<td>28,3</td>
</tr>
<tr>
<td>male</td>
<td>40 to under 50</td>
<td>5.862</td>
<td>47,3</td>
<td>26,2</td>
</tr>
<tr>
<td>female</td>
<td>40 to under 50</td>
<td>4.615</td>
<td>56,4</td>
<td>23,4</td>
</tr>
<tr>
<td>male</td>
<td>50 to under 60</td>
<td>5.234</td>
<td>53,1</td>
<td>23,4</td>
</tr>
<tr>
<td>female</td>
<td>50 to under 60</td>
<td>3.293</td>
<td>47,9</td>
<td>14,3</td>
</tr>
<tr>
<td>total (all age groups)</td>
<td>total (all age groups)</td>
<td>22.372</td>
<td>49,2</td>
<td>100,0</td>
</tr>
</tbody>
</table>

Source: Fonds Soziales Wien, Stabsstelle Dokumentation

*Persons having received financial support him/herself or by entitlement through family relation at least once during the respective year (2003), reasons of illness excluded.

What lies behind the increasing number of young social assistance recipients is the ongoing problematic situation on the labour market which might affect the young people directly or indirectly via their parents. Unemployment and qualitative transformations of gainful employment (e.g. atypical forms of employment, part-time jobs, marginal employment) also have an impact on social assistance. In the case of unemployment, incomes from non-fulltime jobs do not secure subsistence-ensuring unemployment benefits, so that people concerned are given a title to a so-called standard rate supplement, i.e. their incomes or unemployment benefits lie beneath the amount of the social assistance standard rate and are supplemented by social assistance to reach the amount of the standard rate.
5. Social Policy

5.1. Institutions responsible for Social Policies

The responsibility for labour market policies is set at different political levels and also differs according the target group. The main institutions are:

- The **Federal Ministry of Economics and Labour**\(^7\) (BMWA) and the **Public Employment Service**\(^8\) (AMS) are largely responsible for labour market policies in Austria. The Federal Ministry of Economics and Labour stipulates the labour market policy aims for the Employment Service and determines in what way and degree the tools of active labour market policy are applied. Apart from implementing the labour market policy aims of the Federal Minister of Economics and Labour, the Employment Service is also responsible for material subsistence (unemployment benefits and assistance).

- In Vienna the **Vienna Employment Promotion Fund** (waff) is mostly responsible for the promotion and subsidisation of employees. The waff supports ongoing job training for Viennese employees, offers programmes for reintegration of unemployed people into the working process and with its policies aims at increasing the attractiveness of business location Vienna (http://www.waff.at).

- The support of handicapped and disabled persons in Austria, also in working life, is handled by the **Federal Social Welfare Authority**\(^9\) (Bundessozialamt).

- **Social assistance in Vienna**: In Austria, the nine Federal States are responsible for social assistance. Social assistance, as a so-called second subsidiary social safeguard is meant to bolster all those problem situations that are not covered by other safeguard systems (especially social insurance benefits).

5.2. Political declarations regarding the TG problems

The **labour market policy aims** decreed for the Employment Service by the Federal Minister for Economics and Labour are embedded in the European Employment Strategy. There are the following aims for young people: Every young woman/young man is offered a labour market integration policy prior to being unemployed for six months. This mandate is based on the Budgetbegleitgesetz, a law that came into effect in 2003, stipulating that unemployed persons under 25 years have a right to participating in a training or re-integration policy, unless they have been offered a reasonable job within three months.

Selected labour market policy programmes and policies for the target group\(^10\)

- **Youth Training Consolidation Act** (JASG): This law is aimed at offering additional apprentice training positions at least temporarily for those young people that have not found a suitable apprentice training position upon termination of compulsory school. Implementation: 12-month training courses (with preceding vocational orientation modules and accompanying support programmes). In 2004, a total of approximately 14,400 persons participated in JASG policies.

- **Special programme JOBS FOR YOU(TH) (J4Y)**: Target group: The target group of unemployed 19 to under 24-year-olds that are not looking for apprentice training positions. Implementation: training courses (AMS

\(^7\) http://www.bmwa.gv.at/EN/default.htm
\(^8\) http://www.ams.at/neu/english/9289.htm
\(^9\) http://www.basb.bmsg.gv.at
\(^10\) For information on further policies compare the websites of the labour market policy institutions mentioned above.
training courses, subsidies of apprentice training positions, etc.) and employment subsidies (integration benefits for individual positions or participation in project-oriented policies). The average stock of J4Y-participants was at approximately 3,000 persons in 2004.

- **Apprentice subsidy**: Businesses that employ additional apprentices receive a monthly bonus of 400 Euros in the first, 200 Euros in the second and 100 Euros in the third apprentice year. In addition to this bonus businesses receive an apprentice bonus of 1,000 Euros per year for each apprentice in an apprentice training position.

### III Target Groups

The share of the 15 to under 25-year-olds group in Vienna is slightly below-average by national comparison. 11.5% of the Viennese population is aged between 15 and 25 years (all over Austria: 12.3%). The percentage share of the 15 to under 25-year-olds in Vienna calculated from the population of working age (15 to under 65) is at 16.4% (Austria: 18.0%). Women in the age group of 15 to under 25 account for a 49.8% share in Vienna and 49.1% share in Austria (see Table 8 and Table 9).

#### Table 8: Population of VIENNA, annual average 2004 by age groups

<table>
<thead>
<tr>
<th>Age</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>absolute</td>
<td>in %</td>
<td>absolute</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 to under 25 years</td>
<td>92,173</td>
<td>10,9</td>
<td>93,077</td>
</tr>
<tr>
<td>15 to under 65 years</td>
<td>573,229</td>
<td>67,8</td>
<td>555,149</td>
</tr>
<tr>
<td>Total population (all age groups)</td>
<td>846,031</td>
<td>100,0</td>
<td>767,298</td>
</tr>
</tbody>
</table>

*Source: Statistics Austria*

#### Table 9: Population of AUSTRIA, annual average 2004 by age groups

<table>
<thead>
<tr>
<th>Age</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>absolute</td>
<td>in %</td>
<td>absolute</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 to under 25 years</td>
<td>491,804</td>
<td>11,7</td>
<td>510,093</td>
</tr>
<tr>
<td>15 to under 65 years</td>
<td>2,777,744</td>
<td>66,0</td>
<td>2,783,889</td>
</tr>
<tr>
<td>Total population (all age groups)</td>
<td>4,205,543</td>
<td>100,0</td>
<td>3,969,190</td>
</tr>
</tbody>
</table>

*Source: Statistics Austria*
IV Why are new measures necessary?

The TG of space!lab are disadvantaged young people, facing multiple problems. They are remote from the labour market due to their low educational degree, migrant background, (former) drug abuse or imprisonment, and have no perspectives on the labour market. The situation for these young people on the Vienna labour market is disillusioning. Particularly for this group the conventional ways of integration into the labour market (school, apprenticeship/training, work) do not function sufficiently. The lack of apprenticeship-training positions and jobs with low qualification requirements holds hardly any perspectives but loads of frustrations for these young women and men.

Furthermore, they very often stay away from the institutions of labour market policies, do not register at the public employment service and/or refuse to participate in training measures due to negative learning experiences in school or in former labour market measures. These mechanisms lead to increasing social exclusion and labour market integration becomes more and more implausible. On the long run, these problems also become precarious for the whole social system.

However, it is counterproductive to focus on reputed deficits of the TG only (in qualifications and skills, willingness and commitment…). As a matter of fact the young people do have numerous potentials and abilities that should be strengthened and developed, in order to empower and help them coping with their situation. This is a basic attitude of the DP space!lab. The new approach of the DP is to develop innovative models that form a project-based combination of vocational training, soft skills coaching for personal stabilisation and self-development as well as paid occupation in an innovative field of employment named “open space management”.

PROJECT DESCRIPTION SPACE!LAB

I. DP SPACE!LAB

1 Aims and overall strategies

1) The DP space!lab offers low-threshold opportunities to enter the labour market to 15-24 year-old, low-qualified women/girls and men/boys who are remote from the labour market, with or without a background of migration. The target group, which is hard to motivate to attend “traditional” training courses or take up labour market activity, will be reached in their own environment and motivated by specific measures in such a way that they take part in practically orientated training and find work on the labour market in a pilot-like form of employment.

2) The integration measures, which start out from the strengths of the target group, will be linked up with innovative service sector niches in the field of Open Space Management and, parallel to this, potential demand on municipal and private industry levels will be sounded and firmed up.
3) To assure sustainability of the integration measures, all participating partners are to develop a cooperative „New Perspectives“ model that brings together the requirements of the target group for employment with activated potential employers in Open Space Management on municipal and private industry levels. Among other things, this model is intended to show what kind of organisational structures can be set up for the placement and employment of the target group (e.g. placement pool as interface between demand and employment).

2 Strategies

1) Untangling young people remote from the labour market from the devaluation helix and strengthening, promoting and developing their existing potentials

The young target group is offered low-threshold access via DP-activities that focus strongly on the know-how and strengths of the young people. Empowerment measures broaden their competence and offer job orientation. Training and Employment is based on the close link-up between theory and practice. With the help of accompanying Case Management throughout the duration of the project the young people often experience boosting of their self-confidence for the first time in their lives, new positions as to their strengths and deficiencies, new options for interesting activities, positive feedback from the environment, new perspectives for their future lives, etc.

Another contribution to strengthening the target group is the foundation of a network between those players who are confronted with labour market related problems of young people and young adults: labour market policy job centres and out-of-school youth centres. This exchange of experience and knowledge entails reciprocal understanding and cooperation in job matters in favour of improved support for the target group. In the course of its two-year duration, the DP space!lab reaches more than 300 young people and young adults with empowering impulses. Some 60 persons of the target group participate in training and employment. At least 30% of the participants start working in the first labour market or continue training.

2) Opening up innovative service niches in Open Space for low-threshold access into the labour market

Prior to the target group’s Training and Employment the potential of niche services in the field of Open Space Management is surveyed at communities (municipal and district level), youth and sports associations, area renewal offices, event agencies, private businesses, etc. Apart from the acquisition of pilot projects for space!lab, the survey also aims at activating and sensitising potential employers for the creative ideas the target group, who is generally seen as problematic, offers. Based on the analysis of international and national Best Practice Models the DP finally concentrates on four fields of activity linking up to the young target group’s interests in Open Space:

• Planning, construction, conservation and maintenance of private and public Open Space
• Activities in the field of institutionalised sports
• Planning and organisation of as well as public relations for events
• Services, information and communication in Open Space

3) Development of innovative integration models for sustainable employment of the target group with all relevant decision-makers

In order to open up approved and well-researched fields of activity for the target group, the DP develops a sustainable Employment and Training Model in cooperation with decisive policy-makers on labour-market-policy, communal and private-industry level. Upon conclusion of space!lab, this Employment and Training Model is to become an integral part of labour market policy.
3 Project structure

space!lab is a complex, process-oriented and strongly linked development partnership. One organisation each with core competences in its field is responsible for implementation of the various activities in four modules.

**Module 1**, implemented by an agency for communication (dieloop.at Michael Kofler KEG) in cooperation with a youth association (Verein Wiener Jugendzentren), is a development module providing basic information on the potentials and interests of the young target group. Another focus lies on establishing a network between diverse multipliers dealing with the young target group.

**Module 2**, implemented by a socio-scientific consulting company (kon-text Andrea Breitfuss), researches and critically evaluates international employment projects in the context of Open Space Management, activates and interviews potential employers that offer services in this field and develops a sustainable best-practice model.

**Module 3**, implemented by an educational institution (WUK Verein zur Schaffung von offener Kultur und Werkstättenhäuser), develops training units for the new fields of activity in Open Space Management and carries out the courses. A special focus lies on the close link-up of theory and practice.

**Module 4**, implemented by a labour market policy employment institution (Volkshilfe Beschäftigung), employs young people and young adults in regular jobs. An employment manager explains the different activities to the young people and coordinates cooperation with partner institutions.
**Overall Coordination** (implemented by Havel & Havel BeratungsGesmbH) coordinates the project, thematic networking as well as transnational cooperation. Accompanying **Evaluation and Gender Mainstreaming** is implemented by an independent research institute (L&R Sozialforschung OEG). **Financial Coordination** is implemented by a central labour market policy institution in Vienna (waff Programm Management GmbH).

**Action 3**, implemented by an association with media-pedagogical focus (Verein rewalk), empowers the target group with media-pedagogical impulses, linking up target-group related work with public relations for the DP.

## II Good Practices

### 1 Introduction to Activities

What makes the DP space!lab so unique is the tight network of modules, the close cooperation of partner organisations, the interlocking of various activities and policies. The participating partners and organisations strongly depend on each other when it comes to content and time schedules. Participants are “transferred” in the course of their participation in the project from one module to the next. The project duration of a mere two years demands intensive coordination in order to guarantee that the results elaborated by the development modules can be incorporated into implementation. Practical experience can thus serve as the basis for the development of sustainable models. During the first project phase, the development Modules 1 and 2 were responsible for preparing the content of Training and Employment as well as for activating the target group. Module 3 and Module 4 cooperate very closely, in order to adapt the needs and development potentials of the participants as optimal as possible.

**Development and research**

**Module 1 activities**

- Information of out-of-school youth work aimed at activating the target group
- Development of a network between multipliers of out-of-school youth work and advisors of labour market policy information centres based on two surveys and a workshop series
- Elaboration of advisory guidelines aimed at sensitising the multipliers and optimising advice for the target group
- Elaboration of quality criteria for employment projects as seen by out-of-school youth work on the basis of research work
Module 2 activities
- Analysis of national and international Good and Best Practice Examples for employment and training models at the interface of Open Space Management as field of activity for the target group
- Sounding out and activating demand potentials for services on communal and private-industry level
- Development and promotion of sustainable, conveyable training and employment models aiming at integration of the target group as well as customised to the needs of potential employers

Training
Module 3 activities
- Elaboration of a Curriculum for Open Space Management, focussing on two fields (Green Space Planning and Shaping, Event Organisation and Technology) serving as expert basis for the following employment of the young people (see Module 4).
- Organisation of Training Courses with a strong practical orientation: 4 basic courses and 6 immersion courses (incl. recruitment workshops) throughout the duration of space!lab with a total of 60 participants.
- Case Management: Information, advice for and coaching of participants, tackling individual problems, analysis of strengths and deficiencies, job orientation, options for further training, placement of practical training positions and jobs, seeing to it that the transfer of participants from Training into Employment (in the scope of Module 4) runs smoothly.

Employment
Module 4 activities
- Project planning: Finalising as to content and coordination of the employment projects (pilot projects) with the cooperating partners on the basis of the potentials and contacts worked out in Module 2. Sorting out the basic parameters as to labour right and content. Serving as interface for employers.
- Employment of the young graduates from the Basic Courses in Module 3. Transfer into employment of 10 or 30 hours per week for the duration of 3 or 6 months
- Expert guidance and instruction of the young people by Employment Managers.

Action 3
The project partner Action 3 works with the target group and is responsible for public relations
- Production of picture material and picture symbols with high recognition by integrating participants in public relations
- High brand recognition of space!lab among multipliers (youth work, social work, Employment Service, etc.) and young people, frequent use of the interactive website www.space-lab.at by young people
- Dissemination and mainstreaming of results and products
2 Tools/Methods

The strategies applied by space!lab demand innovative methods relating to the following target groups:
1. labour market policy target group
2. labour market policy target group and public
3. multipliers

1. Empowerment as pedagogical position

1.1 Creative mix of methods for broadening the target group’s social skills. In order to facilitate the target group’s integration into the labour market, not only expert training but also social skills are needed. Empowerment is here an integral part of the overall target-group-related work of space!lab aiming at the young participants’ identification with their current activity as well as their future job orientation, thus strengthening their self-confidence. Empowerment is defined as an attitude towards the participants: the activities set by/within space!lab do not focus on the young people’s deficiencies but on their own strengths and skills as starting point for self-perception. The use of creative methods in the curriculum makes sense: it creates an atmosphere of motivation and activation during training, takes into consideration the different levels of knowledge and the different types of learning among the participants and broadens social skills. In the beginning, the basic training course foresees an outdoor workshop over several days promoting team building. Communication problems and conflicts within the team are tackled and solved with the help of creative methods during Training and Employment. In the context of job orientation the emphasis lies on learning more about a variety of jobs and on becoming aware of one’s individual strengths creatively.

1.3 Peer Group Education

Based on the principles of empowerment, the recognition and promotion of the participants’ strengths and skills is pivotal. A heterogeneous composition of teams according to participants’ knowledge in different training fields and educational levels can turn out an advantageous starting point for empowerment-orientated learning. The integration of participants in the process of knowledge transfer is a good opportunity for identifying competences and thus strengthening the participants’ self-confidence. Especially in the field of EDP the space!lab team succeeded in establishing learning situations, in which participants explained other participants the basics of various programmes. What counts is the competence of trainers/instructors in establishing adequate learning settings and serving as training coaches rather than teachers.

1.4 Link-up of theory and practice, combination of training and employment as new type of policy

It has turned out an ideal model to combine training and employment, theory and practice for preparing young people for the labour market. The approach of this close link-up is integral part of almost all expert fields as it facilitates a different way of learning, minimising the potential of frustration, which is often a concomitant effect of educational careers of youngsters. Thus, the space!lab Training and Employment Modules are closely interlocked. Module 3 identifies as practically oriented Training Module, Module 4 as training-oriented Employment Module. From the participants’ perspective space!lab is a project of phases with different foci: During the two-month basic training courses they acquire first expert knowledge including the production of their own products. The projects that will be worked on during Employment are already prepared during Training. The relatively short Training
Phase boosts the young people’s curiosity for Employment, their motivation is high to start with “real work”. The following Employment Phase facilitates collection of job experience comparable to industry businesses. In the following the participants have the opportunity to extend already acquired practical expert knowledge in Immersion Training. The young people review this tight link-up of theory and practice and the succession of different phases very positive.

1.5 Continuous coaching versus contacting one institution after the other: Case Management

The Case Manager is a trained social worker serving as contact for the young people for all problems and questions arising throughout their participation in the project – from training-related questions (“How do I get there?”) via legal matters (“Am I insured?”) to personal crises (“How can I manage my debts?”). Job orientation, however, is the focal point, as well as the development of a made-to-measure career plan and agreeing to certain steps in the context of the career plan. By coaching the young target group throughout their participation in the project, the Case Manager establishes a relationship of trust and can react to the participants’ personal needs or even crises in time.

As the young people of the target group face multiple discriminations and very different problems, continuous coaching by the Case Manager proves to be a very reliable tool. The function of the Case Manager as a regular contact for any kind of problem is thus of utter importance. This importance is also stressed by the young people in the course of evaluative feedback interviews.

2. Public visibility

2.1 Opening up the World of Labour as Communication Space: Media Tool “Journey into the World of Work”

With the implementation of the Media Tool “Journey into the World of Work”, spaci!lab first and foremost aims at the empowerment of the target group, its motivation, participation and identification with the project. “Journey into the World of Work” discovers the social environment of work playfully in order to reduce personal and social barriers and conflicts in connection with work. The participants take pictures with a digital camera and upload them to the internet as a documentary of their impressions, experiences or choreographies about different professions, everyday life in jobs or job images. Thus, the “Journey into the World of Work” becomes a virtual space, allowing for identification, reflection and communication and the development of various skills (ICT, project-based working, self-reflection, …) The low-threshold aspect of this technical tool facilitates easy accessibility for girls even in a setting of mixed gender. The fact that the documentation is open to the public and may also be seen by future employers and colleagues supports the seriousness of the media production process.
This public visibility is a central aim of the Media Tool. Being unemployed often pushes young people into social exclusion or social invisibility. By publishing individual picture materials, texts and stories reflecting and highlighting the young people’s perception of a constantly changing world of labour, they establish a publicly visible product. By providing this publicity to the youngsters’ topics, viewpoints and perspectives, space!lab strongly contributes to sensitise the public for the problems of the young target group. The material produced by the participants is regularly integrated also in space!lab public relations efforts and used for print media, on the Internet, in presentations and videos. The media connection promotes identification with the project as young people participate and cooperate. Thus, a bridge between individual reflection and social recognition is successfully built.

**Radio Workshop**
Not only on the visual level of the Internet-based Media Tool but also in the area of audio/radio space!lab uses a tool aimed at public visibility of the target group. As is the case with the Media Tool, the claim to making activities and requests of young people public is a precondition for taking participants seriously. Making the target group’s activities and products visible is thus a space!lab-specific quality criterion in Training and Employment. With the help of the Radio Workshop, which is an integral part of basic training, participants have the opportunity to learn more about the medium radio/audio and acquire journalistic and technical skills. At the same time topics such as work, jobs and unemployment are tackled. Young people can reflect the experiences they gained or present contributions in the form of jingles to the public.

**3. Cooperation and protection of resources**

**3.1 Making use of existing networks, contacts and knowledge about “good employment projects” – a research approach towards development of quality criteria**

Convincing the relevant multipliers in the field as supporters for an innovative pilot project such as space!lab is a central challenge. Out-of-school youth work reaches a large number of young people remote from the labour market. The social workers in these institutions have immediate contact to the TG, and they are trustworthy persons for many young people.

On the one hand the existing networks among Youth Workers help reaching a large quantity of young people. The positive transport of project information via the channels of out-of-school youth work can be an incentive for young people to participate in space!lab, as it opens up a positive approach for the target group, which often already had negative experience with labour market policy measures. All institutions within the network of Vienna Youth Work have been informed so that space!lab is now highly recognised in Vienna. However, also regular presence in the media has been an incentive for young people to become interested in space!lab.

On the other hand Vienna Youth Work has complex and approved competences and knowledge concerning the target group, especially when it comes to the experiences young people have with employment and unemployment, their ways of coping and their emotions, and concerning social space. In search of young people’s potentials, their strengths and competences, which are the focus of empowering employment projects, a research study was carried out in the scope of space!lab. The survey included youth workers’ way of perceiving youth unemployment and young people’s transition into the labour market, and the chances of developing employment for and with young people in social space. The study is a compound of this knowledge making it available to other persons (for instance labour market policy advisors). It is also a sustainable guideline for innovative approaches.
3.2 Establishing missing interfaces

Multipliers from diverse institutions have experience with young people and youth unemployment. An expert exchange between these institutions has, however, not been established in Vienna so far. While the institutions of out-of-school youth work have close networks among each other as well as the institutions of labour market policy, there is no regular exchange of knowledge and experience between the institutions. Thus, space!lab has begun to establish a network between out-of-school youth work multipliers and advisors from labour market policy information centres. The space!lab “Workshop Trilogy” for the first time founded a horizontal and vertical network between these institutions, where experts started to discuss mid-term and long-term strategies and sound out joint potentials. This exchange of knowledge and experience would be a basis for pointing out the non-identical pieces of information and knowledge the various institutions have about the target group, for reciprocal advantage and for the development of coordinated policies.

The results gained from networking activities were collected and elaborated as advisory guidelines for sensitising multipliers and optimising advice and information for the target group. The guidelines aim at sensitising out-of-school youth work staff for the requirements of the labour market and, reciprocally, sensitising staff from labour market policy institutions for the personal situation, motivation and perspectives of young unemployed women and men. These guidelines provide basic information on the relevant institutions, they develop ideas and options for action for a more enhanced labour market policy for the young target group and, last but not least, make available a precise and practically oriented list of questions useful for the multipliers when working with the target group.

3.3 Opening up future niches as interesting fields of activity for the target group

Persons facing difficulties on the labour market frequently receive training for rather unattractive, little sustainable labour market fields supposing they can’t handle anything else. space!lab though tries to open up fields of activity that are not only attractive for young people, but that meet an existing demand and will most likely be even more demanded in the future. Only by taking into consideration existing regional labour market requirements the target group’s sustainable integration into the labour market can be guaranteed. space!lab established this link-up via analysis and activation of potential employers. Employment potentials were thus surveyed in the context of specific regional requirements: studies and research work in the Modules 1 and 2 as well as direct contacts with potential employers demanding the services foreseen (municipal departments, districts, private industry, regional non-profit organisations, etc.) Activating surveys sounded out the scope of feasible and demanded services. Different ideas were discussed and elaborated together with future employers. On the basis of these contacts, space!lab developed joint pilot projects for implementation, which on their part will serve as basis for the sustainable establishment of new fields of activity/services.

3 The best practices

Due to the complex project structure and the tight link-up of activities, best practice models in space!lab cannot be attributed to individual organisations or modules but are integral part of pilot projects developed and carried out jointly by all project partners. The best practice models will thus be described along the fields of activity “Green space” and “Event”. The following aspects, however, apply to all best practices:

- An activating survey carried out by Module 2 acquired cooperating partners. Possible cooperation was discussed within the DP and jointly established as pilot project. In the following Module 4 was responsible for coordinat-
ing cooperation with the partner organisations and worked out the details of the projects. Module 3 focused on the content of the basic courses taking into consideration the requirements of the projects. In-depth courses tied up to the experience young people gained during employment.

• The activities and products made during activities in space!lab are visible in public space. The participants had to get used to this public visibility, at the same time it was a source of empowerment, as in general the target group is rather ignored, its eagerness and readiness to work is not taken seriously. These activities, however, leave “traces in town”, visible signs of work done by young people “remote from the labour market”. This is valuable as empowerment for the self-perception of participants and sensitises public perception for the problems of the target group.

• Employers themselves also changed their conception of the young target group in the course of space!lab (sensitisation). Sceptical in the beginning, they soon recognised the young people’s performance potential, their dedication and creativity.

• Each project provided participants' coaching by Case Management.

• Employment foresaw working without permanent pressure of time. There was thus time for topical inputs (link-up of theory and practice) or discussions within the team. This contributed essentially to team-building and social climate.

• An impulse project at the end of Employment and the use of the Media Tool made it possible for young people to return once more to the locations of employment, stage activities, produce pictures and reflect acquired skills such as know-how, the power to put something into practice, creativity and team spirit (empowerment). The pictures were made available to a broad public on the Internet.

1 Green Space

During the first project phase cooperation with Parks and Gardens of the City of Vienna allowed niche services in the context of shaping parks and playgrounds. A long-term cooperation to the advantage of all parties was established with the responsible municipal department. space!lab profited from the stable cooperation with a long-term partner (a number of projects could be carried out). Reciprocal trust facilitated negotiations on the content of the activities. Parks and Gardens of the City of Vienna did not offer low-grade jobs to young people, but gave them the opportunity to acquaint themselves with diverse activities, for instance the shaping of a park according to the demands of young girls, the set-up of moor and flower beds, the shaping of playgrounds and construction of a Bicycle Motocross show-jumping course, etc. The young people already had theoretical knowledge and practical experience from the basic course in Module 3 and the girls did as well as the boys in this atypical field for women.

It was an advantage for the participants in space!lab to acquaint themselves with work in the context of a large
disadvantaged young people: joining the world of work

The Employment Manager as staff member of Module 4 was always present and also had mediation functions. The team was responsible for various sub-projects, equipped with professional material (containers, working garments, tools) by the employer. If possible, the young people could suggest their own ideas (participation). Being responsible for one’s own job led to self-esteem and contributed essentially to empowerment in space!lab.

employment and sports

During the second project phase a long-term cooperation with one of the major sports associations in Vienna was established. A variety of fields of activity gave young people the opportunity to take over different tasks in the course of which they gained an insight into the organisation of a large sports association. The young people worked at different sports facilities all over Vienna (e.g. Leisure Park Schmelz, Horse-back Riding Centre Freudenau, Sports Centre WAT21, Sports Centre Spenadlwiese). Activities included maintenance of outdoor sports facilities (tree-cut, renewal of golf course tracks, renewal of fences, snow removal, getting the facility ready for the winter season, etc.) or in-door renovation (change room and showers). Prior to carrying out the activities, young people were given expert inputs by the Employment Manager. Thereafter, they were able to gain practical experience by learning by doing (link-up of theory and practice). The fact that young people were also offered free use of the sports facilities during their leisure time was a special incentive in this cooperation.

2 event

band contest

During employment in space!lab four cooperation partners were found in the field of Event (Event Organisation and Technology), each with specific advantages. The first cooperation partner was the Viennese Vocational School’s culture and sports association, which stages a band contest every year. This year’s contest was carried out in cooperation with space!lab. For spacelab participants this meant independence to a large extent, because they could suggest their own ideas and take over tasks in the organisation of the contest that they liked most. Thus, the learning and empowering effect was guaranteed. Documentation and contribution to the closing event developed into a project of its own as participants took over very different tasks (taking pictures, film and sound projects prior to the closing event, interviews with artists and organisers, making of visuals, cut, production of a DVD).

’nough space

The second cooperation emphasised the link-up of theory and practice. Already during basic training in Module 3 this employment project was prepared and discussed. Ways of contributing to this event were worked out. A cooperating partner was found in “Workstations”, an association taking over district-related and participative
activities. In the course of discussion processes referring to using and shaping public space along the “Donaulände”, cooperation with regional schools and the Vienna’s Art College developed. The intermediate results of this participation process were presented. The event was carried out by participants in space!lab, who acquired expert skills by staging an event independently. They also gained an insight into the political work on district-level and into civil participation processes. The event was documented by pictures; results were made available to the public on the Internet (empowerment, public visibility).

**Willfriede**

The third cooperation with Association WienXtra, a service office offering recreational activities to children and young people, offered young people the opportunity to develop and implement a peace project in the context of the initiative “Willfriede” (I want peace). This project offered independence to a large extent, the cooperation partner also guaranteed financial support for the participants of space!lab. There was link-up of theory and practice via project planning in the basic course and fine-tuning and implementation in employment. The participants initiated and contributed to a campaign carried out at the biggest food market in Vienna. The Internet, organ of the young people, was used for public relations efforts, in order to invite diverse communities to participate. The young people documented the project (film and photos) and made the results available to a broader public on the Internet (empowerment, public visibility).

**Vienna Sport Festival**

A fourth cooperation was made with a private-industry event agency organising the largest indoor sport festival in Vienna every year. At this year’s event the space!lab event team took over set-up of the stage and assistance on stage including stage technology. Also here young people were responsible for the photo documentation of the event (empowerment, public visibility). There was rather little independence in this cooperation, however, contributing to such a big event offered girls and boys interesting insights into this field of activity. They could also establish important contacts in this field.

**3 Challenges**

Space!lab was on the one hand confronted with challenges due to its complex project structure and the interdisciplinary set-up of participating organisations. On the other hand pilot projects had to fulfil the parameters of an Equal project and meet the organisational and legal parameters of the participating educational and employment institutions. Also, the interests of the cooperating partners needed to be pooled. Moreover, the implementation of a sustainable project is impeded by the current modus operandi of the Employ-
ment Service to restrict financial means for qualification of the target group. The fact that cooperation agreements with municipal departments of the Vienna City Administration are non-binding is a further impediment for the sustainability of space!lab. The biggest challenge for integration of young women and men into the labour market, however, is lack of jobs.

1. Complex project structure and a project team made up of various disciplines: Coordination processes and time schedule

As the project team is made up of various disciplines (partners from out-of-school youth work, labour market policy experts, educational institutions, employment institutions, etc.) there were very different standpoints and expert approaches requiring intensive internal coordination processes. The Modules of the DP space!lab were thus tightly cross-linked. There was feedback to and from each module with every step and procedure (network of know-how and new knowledge by a constant information flow).

space!lab also worked with a large number of external partners from different political fields (Employment Service Vienna Youth, Vienna Chamber of Labour, Vienna Employment Promotion Fund, Vienna Chamber of Trade, different Municipal Departments etc.) who participated already during the phase of application and were being informed on the project on a regular basis. For sustainability it was of pivotal importance to incorporate these different job experiences and standpoints into the labour market policy measures.

Despite very frequent meetings of Module Managers and staff it was a great challenge during the early development phase of space!lab consolidating the differing standpoints as refers to the target group and the different expectations as to implementation.

2. Selection of employment projects and cooperating partners

The selection of the projects for Employment had to have a pragmatic approach: on the one hand the projects were meant to be new and innovative, on the other hand they had to be feasible as to time schedules, structures and staff. Partially, the projects were too little elaborated at the time of activation in Module 1, so that potential participants could not be informed extensively. Other projects needed a longer preliminary lead time than space!lab could offer, so that Module 3 and Module 4 were held up planning the details necessary for Training and Employment. Some projects with a high-interest potential (according to the surveys) failed because they were not precise enough or financing was not guaranteed. Also, diverse formal and legal requirements of the various Modules partly restricted the development of innovative projects.

3. Sustainability: Trend towards short-term qualification/training

In the future it appears that only short-term qualification/training programmes will be subsidised. Experience made in space!lab demonstrated, however, that the target group needs more time than the presently foreseen period of six months for successful qualification and social stabilisation. Shorter qualification will most likely not lead to the success we aim at.

4. Difficulty to obtain commitment for cooperation by the Municipality

Due to tender procedures and terms that cannot be avoided it is very hard to obtain a binding commitment for cooperation by the Municipality. Neither has there been a strong political commitment with regard to the fact that qualification and employment of the target group is indispensable for relieving social budgets.

5. Structural problems on the labour market: difficulty of placing lowly qualified youth
Many young people belonging to the target group have very little education and training. Some even lack a compulsory school leaving exam. It is very hard to place these young people because there simply are very few jobs for lowly qualified youth (as unemployment is even high among better qualified young women and men).

6. Originally intended proportion of 50% of young women/girls in space!lab could not be reached. Communication of the attractiveness of the offered programs in space!lab – Green Space Planning and Shaping as well as Event Organisation and Technology – appears to have not been adequate enough for young women/girls. Partly, multipliers in out-of-school youth work could not be convinced that the programs space!lab offered were also very interesting for girls and young women. As a consequence, a much lower rate of girls as originally intended was addressed in the youth centres. Thus, fewer girls than boys participated in the selection workshops. On the second day of the selection workshops a much higher rate of girls did not appear in comparison to boys, which leads to the conclusion that the offered activities did not appeal so much to young women/girls in the first place. The overall proportion was thus a mere 30%. All the young women/girls who did participate in either the Green Space or Event program, however, said that they were very satisfied with the offered activities and that they gained valuable experience for their further job lives.

III Recommendations

General

- Beginning of intensive discussions with young people’s active participation on the significance of youth unemployment and its consequences for the society.
- Sensitising of the public via active media work.
- Political lobbying for and with the target group.

State-wide (labour market policy)

- Adaptation and amplification of existing promotion structures and tools as follows:
- Promotion of structures for development of innovative fields of activity in order to create additional jobs that are in accordance with the personal, social and practical strengths of disadvantaged young people.
• Promotion of labour market policy measures and pilot projects geared to the needs, potentials and interests of the target group and being in accordance with the target group’s social environment.
• Promotion of labour market policy measures that combine training and employment. The duration of participation of the target group in the measure is geared to individual needs.
• Promotion and use of the network Employment Service Vienna Youth, Employment Service information centres and out-of-school youth work in order to develop and offer networked information and support programmes.
• Promotion of Case Management, socio-pedagogical support and outplacement in the context of labour market policy measures.

City of Vienna (municipal departments)

• Adaptation and amplification of existing promotion structures and tools.
• Creation of jobs in non-profit businesses via outplacement of activities by the City of Vienna.
• Inclusion of social quality criteria in public advertisements in order to promote employment of disadvantaged persons/unemployed young people.
• Promotion and use of the network Employment Service Vienna Youth, Employment Service information centres and out-of-school youth work in order to develop and offer networked information and support programmes.

List of references:

http://www.ams.at/neu/english/9289.htm
http://www.basb.bmsg.gv.at
http://www.bmbwk.gv.at/fremdsprachig/en/schools/secondary1.htm4708.xml#1
http://www.bmwa.gv.at/EN/default.htm
City of Vienna, source: http://www.wien.gv.at/wiengrafik/suche.htm
EUROSTAT
Federal Ministry for Education, Science and Culture, 2005
Fonds Soziales Wien, Stabstelle Dokumentation
cf. LEHRLINGSSSTATISTIK 2005, Austrian Economic Chamber
Statistics Austria