



Job Bridge to Education

Enhancing the prospects of vulnerable young people to go through regular education

DENMARK

Title of the practice (in original language)

Job-Bro til Uddannelse

Who is/was implementing the practice?

Ministry of Employment and Agency for Labour Market and Recruitment

Which other organisations are/were involved in the practice?

- Ministry for Children, Education and Gender Equality (government)
- Partner vocational training institutions (education and training)
- Danish Public Employment Service (PES)

What are/were the main objectives of the practice?

The main objective is to provide young people, under the age of 30, with the opportunity to attend a regular vocational training programme.

When was the practice implemented?

'Job Bridge to Education' draws upon experience of the programme 'Building Bridge to Education' as well as knowledge of labour market policies. It was initiated in 2016 but projects implemented within it started at the beginning of 2018 and are due to finish in March 2020.

Who is/was targeted by the practice?

'Job Bridge to Education' specifically targets 18-29 year old cash benefits¹ recipients, who are identified through the Danish cash benefit system to have the most difficulties in attending education.

What activities are/were carried out?

The activities include:

- Mentoring,
- Practical work-based training,
- Support from professionals dealing with health and social challenges,
- Education in academic subjects with the aim of qualifying for vocational training.

The initiative follows 10 core elements with which the participating projects or municipalities are required to adhere to:

1. Setting up the project and all its functions within a vocational school. As discovered in the predecessor programme 'Building Bridge to Education', being placed in vocational schools provides participants with a valuable first-hand experience of what it is like to go back to education or training.

¹ Danish minimal income support schemes such as unemployment benefits

	<ol style="list-style-type: none"> 2. A single contact point for participants to access the support provided to them during the project. 3. Designated mentor who follows the participants closely throughout the project (also see element 10). Mentors were one of the success factors in the 'Building Bridge to Education' programme. Mentors play a central role in motivating and engaging young people, which increases the chance of them enrolling into mainstream education and training after the programme has ended. 4. Enterprise training (Virksomhedspraktik) in ordinary work positions within enterprises. This element is believed to enhance the participants' motivation as well as their confidence in their ability to complete a vocational training course. Enterprise training is also a tool for guiding the participants towards the vocational training/education best suited to their interests as well as their skills. 5. Education in relevant subjects, especially in maths and Danish. These core subjects require a certain grade and level to enter and complete a vocational training programme. 6. Job networking through on-the-job training. This will allow participants to share their experience and strengthen their skills around activities relevant for the goals of admission and completion of a vocational training programme. 7. Training in personal and social skills to support active participation in the workplace. 8. Fostering the empowerment of young people by focusing on individual goals and tailoring activities to the individual needs. The focus on empowerment is facilitated through IT-tools which support weekly schedules, time dependent goals and a digital competence profile. 9. Guidance on health related issues and coping with associated challenges. 10. Access to a mentor after the transition to a vocational training programme in order to maintain the young person in education.
What are/were the sources of funding?	The 'Job Bridge to Education' is funded under the adjustment pool (Satspuljen ²) with DKK 59.8 million (EUR 8 million) available for municipalities to apply for. The total budget is DKK 70 million (EUR 9.4 million), including additional expenses associated with the programme.
What are/were the outputs: people reached and products?	<p>10-12 projects will be funded and target 28 000³ young people.</p> <p>'Inspirational material' has been produced to support municipalities in delivering their project(s). The one-page handouts cover the topics of:</p> <ul style="list-style-type: none"> • Target group of Job Bridge • Organisation in Job Bridge • Rationalisation of Job Bridge • Core elements of Job Bridge
What are/were the outcomes: medium-term results or effects?	The midterm evaluation is expected to be completed in the beginning of 2019.
What are/were the lessons learnt and success factors?	<p>Lessons Learnt</p> <ul style="list-style-type: none"> • It is often perceived that preparatory basic education is the best mechanism to support a large heterogeneous target group. This approach is not suitable for vulnerable young people who should benefit from tailor-made and flexible programmes towards education,. There is still limited knowledge of concrete efforts in relation to bringing vulnerable young people without appropriate qualifications into further education.

2 Public pool of funds earmarked for the most disadvantaged groups of citizens in the Danish society. Allocated to specific projects on a yearly basis.

3 Further information on target group is provided in the brochure 'Inspirational material about the target group': <https://star.dk/media/4665/one-pager-maalgruppen.pdf> (Danish)

Success Factors

- Identifying cash benefit recipients as the target audience. In the long-term the initiative will help reduce the dependency on cash benefits, encouraging individuals to enter the labour market with new skills and qualifications.
- Initiating a trial period which has ensured projects adhere to agreements and timeframe of the initiative.
- Using past experiences/best practices from other initiatives helps to identify solutions to possible challenges.

What are key sources of information?

News Article: <https://star.dk/om-styrelsen/nyt/nyheder/2017/6/initiativet-job-bro-til-uddannelse-skal-faa-flere-udsatte-unge-i-uddannelse/>

Call for proposals: <https://star.dk/puljer/2017/jobbro-til-uddannelse/>

Target Group (Resource): <https://star.dk/media/4241/17-46-65-30-maalgruppenotat-om-ungegrupper-jobbro.pdf>