

Analysis of coaching for working life

The Estonian Unemployment Insurance Fund conducted an analysis of coaching for working life in 2012. This analysis provides an overview of the characteristics of the participants in coaching for working life and studies their employment situation after this labour market measure. The scope of the analysis is inflow to coaching for working life in 2010 and 2011 (in total 2147 observations). The data from the register of the Unemployment Insurance Fund as well as from the registers of the Tax and Customs Board, the Social Insurance Board, the Business Register, the Education Information System and Population Register are used for the analysis.

The aim of coaching for working life is to bring long-term unemployed and people without prior working experience closer to the labour market by helping to prepare them for working life and increasing their social inclusion. Due to that aim the participants in coaching for working life are on average older and with a lower education level than other registered unemployed. There are more people without prior working experience among the participants in coaching for working life than among other registered unemployed. However, among the participants with some prior working experience the main domains of working have been in cleaning service and construction.

The analysis of the data from the Tax and Customs Board showed that about 28% of participants in coaching for working life enter employment within a year after finishing this measure (see Figure 1). However, the main purpose of coaching for working life is to prepare people for working life or some next active labour market measure (and not necessarily make them enter employment yet). The analysis showed that about half of the participants in coaching for working life enter some other active measure within a year after coaching for working life. The most common subsequent active measures have been career counselling, work related training and job search training.

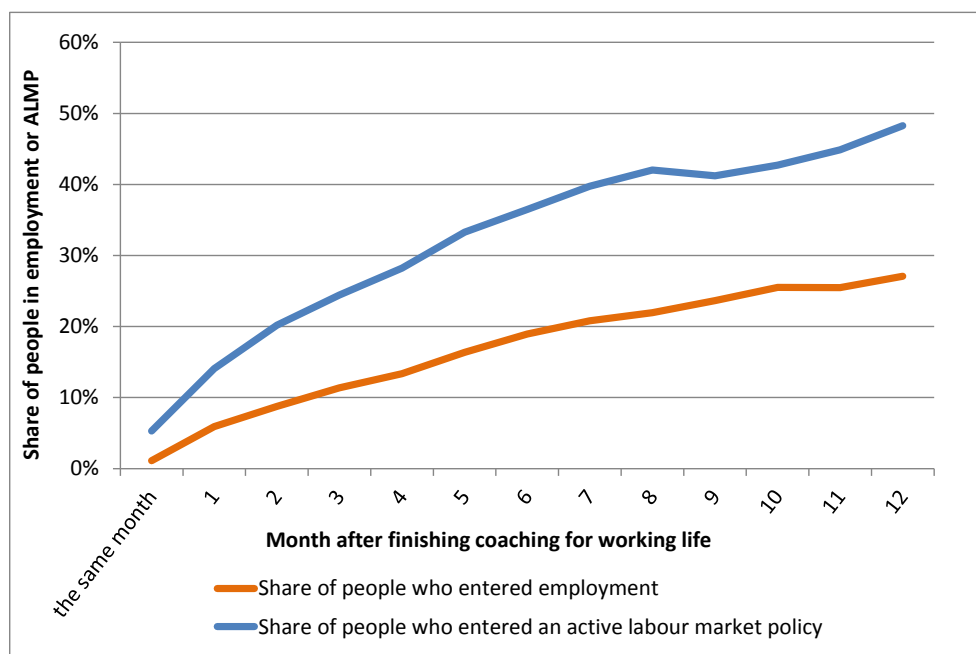


Figure 1. The share of people who have been in employment or in an active measure at least for some period after finishing coaching for working life by months after coaching for working life. Participants in coaching for working life in 2010 and 2011.

Note: The sample size decreases after five months causing fluctuations in the ratios during the later months.

Source: Estonian Unemployment Insurance Fund

31% of participants in coaching for working life are neither in employment nor in registered unemployment one year after finishing coaching for working life. These people are either unregistered unemployed, working in the informal sector or abroad or they are economically inactive. A more detailed analysis using data from different registers showed that as of November 2012 the highest proportion of those people were on disability benefits (altogether one third, see Figure 2).

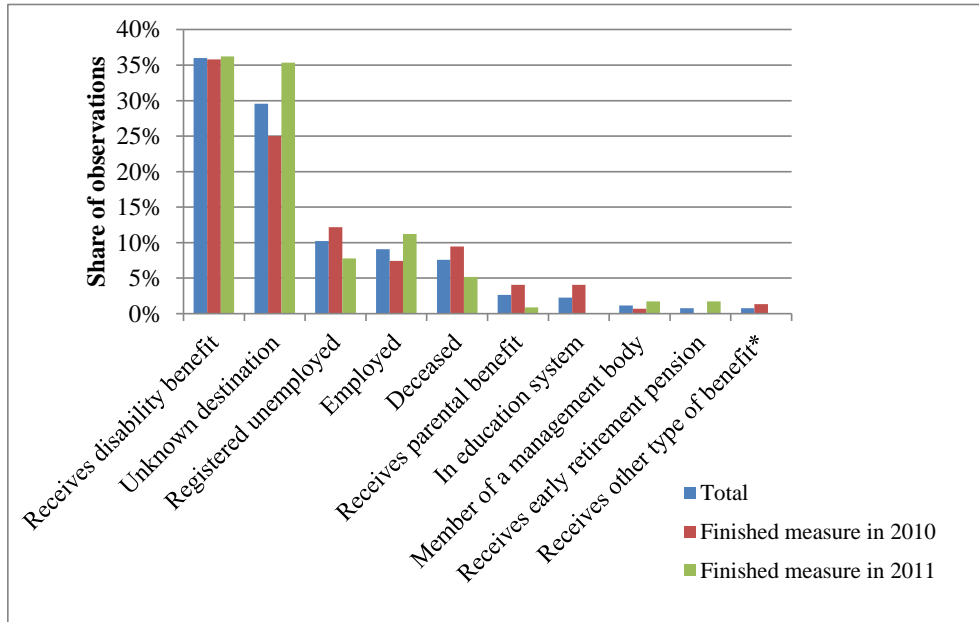


Figure 2. Labour market status of participants in coaching for working life in 2010-2011 who were not in employment one year after finishing the measure, as of November 2012 (results for a simple random sample drawn from the whole population).

*Other types of benefits through Social Insurance Board

Source: Estonian Unemployment Insurance Fund

In conclusion, the analysis on coaching for working life showed that even though the participants are fairly far from the labour market in the beginning of participation, then after participating in this measure a high share of them have entered employment or entered another active measure.

The full text of this study is available in Estonian:

http://www.tootukassa.ee/sites/tk.pre.helmes.ee/files/u32/Toojarjutuse_analys.pdf