



# The Role of Positivity, Perceived Employability, and Employment Agency Support in Helping Youth Find Jobs

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## INTRODUCTION

Because youth unemployment is a significant issue in most European countries, it is critical to comprehend its individual and situational causes. In a sample of 317 unemployed Italian youth participating in the Youth Guarantee programme, the researchers wanted to see if there was a conceptual model that explained the relationships between positivity (POS), perceived support from employment agencies, perceived employability (PE), and employment status. This research looked into the connections between POS and PE, as well as PE and employment. Furthermore, we investigated whether PE mediated the association between POS and work status, and whether perceived support from employment agencies moderated the relationship between POS and PE. PE completely moderated the connection between POS and employment status, according to the findings.

Furthermore, the importance of perceived agency support in modulating the association between POS and PE was validated; when it was strong, it increased the relationship between POS and PE. In conclusion, this research contributes to a better understanding of the key impact of POS on PE, as well as the function of employment agencies as a “catalyst” in this relationship, allowing jobless youth to maximise their chances of finding work with their help. Furthermore, to the best of our knowledge, PE has never been investigated in relation to finding work among NEETs in the early stages of their job search.

Furthermore, given the importance of agencies’ perceived help in amplifying the relationship between POS and PE, the major issue for agencies is to capitalise on their actions and move beyond their current practical role (i.e., profiling, job prospects). At the same time, employment offices should be empowered to go beyond their administrative role by providing concrete assistance in job search activities and tailoring pathways, devoting time to understanding

participant needs, and guiding and supporting individuals in this delicate transition from unemployment to employment.

The importance of personal variables on employment outcomes, on the other hand, does not negate organisations’ responsibility for creating more favourable hiring opportunities and actively participating in and supporting active labour market policy measures, such as Youth Guarantee, especially in a country with one of Europe’s highest youth unemployment rates. Finally, policymakers could pay more attention to the contextual resources available in various contexts (employment agencies, number of professionals, job opportunities) in order to provide targeted actions and economic resources that are in line with the specific needs of the social and economic environment. Institutions and governmental employment agencies, on the other hand, should be cognizant of the psychological aspects that influence employment results.

This study was unquestionably more difficult than the vast majority of home healthcare logistics studies. The third objective function was to reduce unemployment time, in addition to the total cost and carbon emissions of transportation.

As a result, agencies should provide specialised training programmes to enable employment experts to manage the psychological aspects of job searching and employment. According to the psychology of sustainability and sustainable development, this combination of measures may increase the employment chances and quality of life for young people and communities.

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## CONFLICT OF INTEREST

The author has no area of interest.