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POLICY MAPPING AND REVIEW

Employment Launchers - *Lanzaderas de empleo*

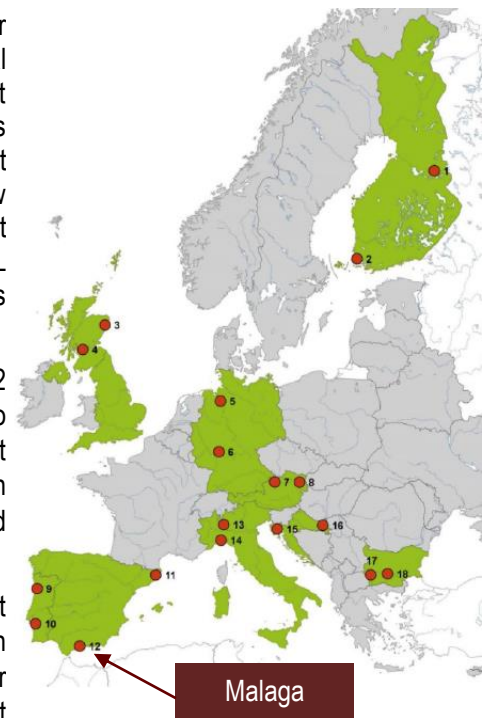
ES-M-1

The project **YOUNG ADULLLT (YA)** focuses on lifelong learning (LLL) policies for young adults that address young people, in particular those in situations of near social exclusion. YA enquires into the specific embeddedness of these policies in different regions across the European Union. The point of departure is the assumption that it is by looking into the specific regional and local contexts that policies are best understood and assessed. The project aims both at providing a systematic overview over the highly heterogeneous policies across the participating countries *and* at yielding new knowledge about the specific local/regional forms of embedding LLL policies in the regional economy, the labour market, the education/training systems and the individual life projects of young adults.

On the basis of these conceptual considerations, the project partners selected 2 regions per country, which were identified as 'contrasting cases' with regard to socioeconomic indicators and/or labour markets and/or infrastructure. The adjacent map shows the selected 18 regions in the 9 participating countries of the research project, in which the project partners mapped LLL policies in the education, labour and youth & social policy sectors.

The LLL policy "Lanzaderas de empleo y Emprendimiento solidario" (Employment Launchers and Solidarity Entrepreneurship) aims at offering an alternative to the high rates of youth unemployment, facilitating access to employment for people younger than 35 years. This "launchers and entrepreneurship" programme is being carried out at a Business Development Support Centre (BDC).

While this **policy brief** provides descriptive key data on the policy, the research project YA critically examines the embeddedness and functioning of the policy in its local/regional context and analyses its impact and implications on the life courses of young adults.



Employment Launchers – What is it about?



The challenge on site

Encouraging an active search for employment among young adults presents a major challenge in the FR Girona. As a mean of realizing personal desires, it promotes collective activities and fosters teamwork among the unemployed. The policy is sponsored by the Santa María la Real Foundation, the Telephonic Foundation and La Caixa. The Regional Government of Andalusia and the Malaga City Council collaborate in the implementation of this LLL policy in the city.

Who is the addressee of this policy?

A Launcher consists of a heterogeneous team of 20 unemployed people with a dynamic, committed, and supportive spirit, who voluntarily access this initiative and who, coordinated by a coach, reinforce their skills, generate collective knowledge, become visible and collaborate in the achievement of a common goal: to find employment, whether on their own or with others.

What is the policy aiming at?



- **The main objective is to improve the employability of young adults** from a perspective that places them in an active, committed, and supportive position in the face of the great challenges imposed by the current situation.
- One of the main approaches of the policy is **the dynamizing of a group of unemployed people**, which is led by a coach, who acts as coordinator.
- **The aim of the group is to work on everything** that can be useful to find a job: writing an abstract, preparing for job interviews, creating a personal brand to differentiate and position yourself in the job market, etc.
- The employment **launcher calls for change and action**, work with committed and supportive teams to recover from the work illusions and discover new ways to get a job.
- People, especially young unemployed people, **of any educational level** and coming from any labor sector can register.
- **The policy provides unemployed people with the necessary tools** to insert them into the labor market in a satisfactory manner.
- **The underlying success criteria** of the policy *Employment Launcher* derive from the number of successfully integrated unemployed people.

How does it work?



- **Create a group of unemployed people, together with a coach** who acts as a coordinator, who will work on everything that can be useful to find a job: writing an abstract, preparing for job interviews, creating a personal brand to differentiate and position yourself in the job market, etc.
- **The Employment Launchers are based on** coaching techniques and unemployed people are the protagonists of their employability processes.
- **This program pursues a collaborative culture**, aimed at testing job interviews, organizing visits to companies to make themselves known, or attending specialized forums.
- **Volunteer professionals** contribute with their knowledge and experiences.
- Among the sessions that take place inside each shuttle, we can highlight **coaching sessions and emotional intelligence, communication dynamics, and Job search 2.0.**

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- For more information on the LLL policy Employment Launchers, please consult: <http://www.lanzaderasdeempleo.es/programa-lanzaderas>
- For further information and reading on the LLL policies mapped and analysed in the Young_Adullt project, please consult the YA project website under: www.young-adullt.eu
- This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 693167 (YOUNG_ADULLLT)
- PROJECT NAME: Policies Supporting Young People in their Life Course. A Comparative Perspective of Lifelong Learning and Inclusion in Education and Work in Europe (YOUNG_ADULLLT)
- COORDINATOR: Prof. Dr. Marcelo Parreira do Amaral · parreira@uni-muenster.de · University of Münster (WWU) · Münster, Germany

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POLICY MAPPING AND REVIEW

Youth Guarantee Program - The Integral Program of Qualification and Employment (PICE)

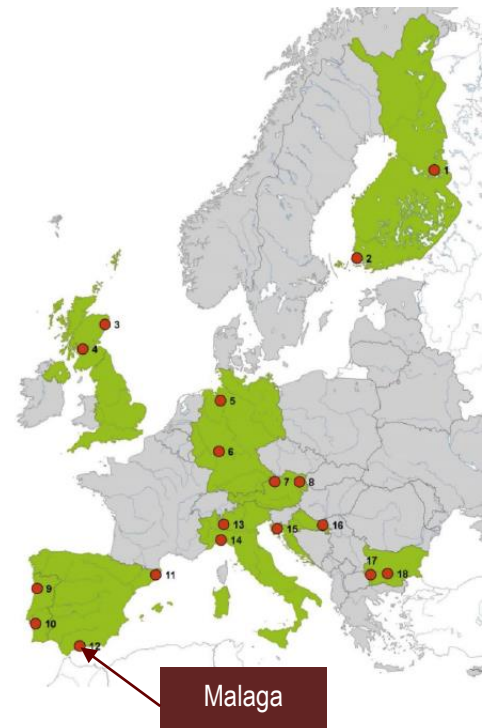
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The LLL policy Youth Guarantee Program is part of a European initiative which aims at supporting young people with their transition process into the labour market and tertiary education. In Andalusia, the Chamber of Commerce is in charge of running the role in the Youth Guarantee Program and is co-financed by the European Social Funds.

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Youth Guarantee Program – What is it about?

The challenge on site

The Youth Guarantee Program, offered by the Chamber of Commerce of Malaga (province of Andalusia), seeks to cover the gap of missing skills necessary for a better integration into the labour market. A special attention is paid to digital competences, language skills, and employability and social skills. The core training is accompanied by more specific training courses, which lead to professional certificates, focus on entrepreneurship, offer training on basic skills for youth without qualifications or give an introduction into using job search tools in foreign countries.

Who is the addressee of this policy?

With help of the Social Interest Program, which offers three-month contracts for groups at social risk (open to all age groups), the specific target groups are young unemployed people in vulnerable positions. The program includes actions, which focus on employability, encourage entrepreneurship, and represent the particular needs of vulnerable youth in the labour market.



What is the policy aiming at?

- **The Integral Program of Qualification and Employment (PICE)**, launched by the Chamber of Commerce of Spain within the framework of the Youth Guarantee Program, aims at training, qualifying, and re-integrating young people between the age of 16 and 29 into the labour market.
- **Also, it provides the knowledge and the resources necessary** to approach companies with confidence and to complete their new tasks successfully.
- **Further, it develops and accompanies activities** that allocate young adults to the world of work.
- **The Mobility Plan is part of the Integral Program for Qualification and Employment (PICE)** and is designed to improve the employability of young beneficiaries of the National Youth Guarantee System through actions that promote transnational mobility in the territory of the European Union.
- **The Training Plan is designed to create itineraries** tailored to the interests, profile, degree of qualification and abilities of young adults with the objective of greater employment, which serves



How does it work?

- **The Andalusian Employment Service is responsible for handling this type of employment aid**, offering a variety of incentives for companies to make the target group easier to hire. In training or in practice, young people benefit from the Youth Employment Bono. In order to receive this benefit, young adults are obliged to participate in the Youth Guarantee program and fulfil the program's requirements.
- **The Youth Guarantee program is decentralized**, and the responsibility lies at local level. The municipalities design and implement the programs for employment, thereby controlling a main part in the process of accessing the labour market and self-employment.
- **The network of Chambers of Commerce (Chamber of Malaga, included)** subsidizes companies financially that hire unemployed young adults who decide to start a professional activity and have completed the vocational guidance phase of the Training Plan within the framework of the Integral Program of Qualification and Employment (PICE). These grants will be co-financed by the European Social Fund (ESF) within the 2014-2020 Youth Employment Operational Program.
- **The Integral Program of Qualification and Employment (PICE) promotes individual advice**, access to a wide network of companies, mobility to do professional practices abroad, help to create a business, and to improve one's own competitiveness.



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- For more information on the LLL policy The Integral Program of Qualification and Employment (PICE), please consult: <http://www.camaramalaga.com/formacion-empleo/garantia-juvenil-pice/>
- For further information and reading on the LLL policies mapped and analysed in the Young_Adulllt project, please consult the YA project website under: www.young-adulllt.eu
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POLICY MAPPING AND REVIEW

Workshop-Schools

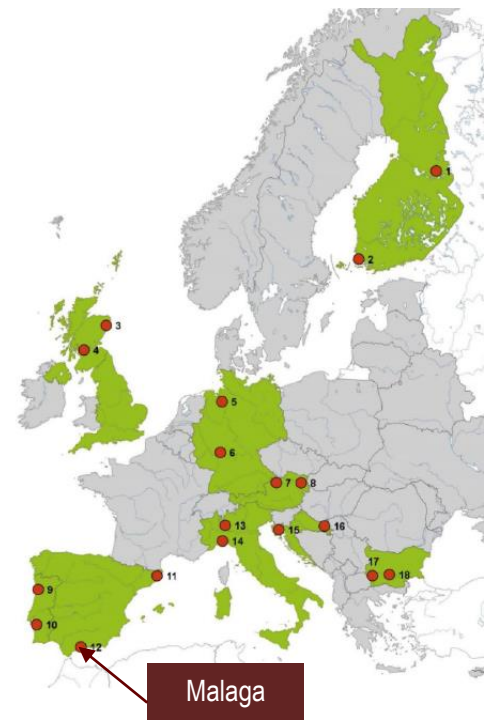
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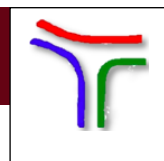
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The LLL policy Workshop Schools is an initiative undertaken by the Department of Employment of the Andalusian As a concept it envisages a mixed employment and training program that is aimed at improving the qualification and employment possibilities of certain groups of unemployed people.

While this **policy brief** provides descriptive key data on the policy, the research project YA critically examines the embeddedness and functioning of the policy in its local/regional context and analyses its impact and implications on the life courses of young adults.



Workshop-Schools – What is it about?



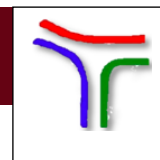
The challenge on site

The main challenge of the Workshop Schools is to respond to the high rate of youth unemployment that exists in Andalusia (46.5%), stressing the need for help for those young people who have training deficits and live in situations of social risk. In this autonomous community, in which the Malaga Functional Region is located, many of the students (27.7%) have not completed compulsory education successfully or have not continued with their studies after finishing this level. The population over 45 years exposed to long-term unemployment is another challenge that this policy aims to address.

Who is the addressee of this policy?

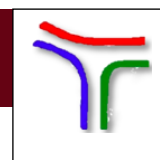
Two groups are described as the target group of these policies: unemployed young people, especially those with training deficits and unemployed persons over 45 years of age. Yet, in special cases, other participants may join the trainings. In all cases, these vacancies are given a preference to those participants who belong to vulnerable groups. These are people with a low level of education, long-term unemployment, migrants, women, women who have suffered gender violence, and victims of terrorism.

What is the policy aiming at?



- The aim of the Workshop Schools is to improve the employability of unemployed young people (who are younger than 25 years of age and lack training) and to facilitate their entry into the labour market
- The policy is intended to improve the employability of those people who are over 45 years old and belong to the group of long-term unemployed.
- Another aim is to contribute to the social and cultural development of the area, where the workshops are located.
- The policy provides the participants with a certificate that recognizes their acquisition of knowledge and skills and allows them to continue their training both in the field of VT and/or in formal education.
- The underlying success criterion is limited to the enhancement of living conditions of the participants.

How does it work?



- **The Workshop Schools have two stages.** In the first stage, the addressees receive **formative professional training** adjusted to the needs of their potential occupations. Additionally, they may be supported through a scholarship. In the second stage, their **training is complemented in alternation with work and professional practice**, being hired by the companies promoting the projects.
- **Participants access to Workshop Schools through a selective process.** In this process, their risk profiles (unemployment, migrants, women who have suffered gender violence, etc.) are evaluated. In those courses leading to the obtainment of a certificate of professionalism in stages 2 or 3, it is also important to consider the training requirements.
- **Workshop Schools must develop products or services of public utility or of social interest.** The projects cover a wide range of activities, e.g. recovery activities, the promotion of the artistic, historical, cultural, or natural heritage, the rehabilitation of urban environments or of the natural environments, and the recovery or creation of public infrastructures.
- After completing training and paid internships, a **certificate of professionalism is obtained by the participants.** It facilitates their formative professional training and/or reintegration in the Vocational Training or the Formal Education System.

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- For more information on the LLL policy Workshop Schools Program, please consult: <http://www.juntadeandalucia.es/boja/2016/107/1> and <https://www.aptema.com> (Local association of workshops schools in the area of Malaga)
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