

PES Forum on NEETs: global and local trends

Panel 4

Build sustainability and resilience

The Youth Commitment Contract



YOUTH AND SUSTAINABLE EMPLOYMENT: A DIVERSITY OF LIFE PROJECTS AND OF RELATIONSHIP TO WORK

The youth behaviour on the labour market does not reflect the entire current young population



Young people are still attached to the value of work

A diversity of situations that leads to a different use of PES

These trends enable to better know the youth in its heterogeneity and contradictions, and for a wise use of the Youth Commitment Contract

THE YOUTH COMMITMENT CONTRACT

The aim of the Youth Commitment Contract is to provide access to sustainable employment on permanent or fixed-term contracts lasting more than 6 months.

3 pillars of the Youth Commitment Contract

An intensive programme

- 15hrs (at least) to 20hrs per week
- The counsellor ensures follow-up
- A close relationship built on trust

An allowance

- An allowance of up to €528 per month

An application designed by a government start-up

- A mobile application

4 principles of the Youth Commitment Contract guidance pathway

1. Direct and frequent monitoring

2. Guidance that focuses on developing autonomy

3. An intensive pathway

4. Follow-up in employment

What is at stake during the Youth Commitment Contract pathway



The Youth Commitment Contract pathway may lead the young person to develop their project until it becomes a reality, but also, for some, to undo it following certain experiences, in order to build a new one: the pathway is prolonged.

- Longer pathways: after several experiences, the young person can decide to switch to another professional project
- Experiences via short term contracts or immersions within companies, which confirm the project or re-examines it
- And a lack of attractiveness for some shortage jobs

"I have very few young people going into short-staffed jobs like catering, because they don't want to go there at all" "The most complicated thing is getting them into these jobs (machining operator)"

A core asset of the Youth Commitment Contract: the weekly intensity and its levers



The advisers regularly mention the difficulties encountered by certain young people who have peripheral obstacles and/or who suffer from a great lack of confidence but also of support.

Several aspects of the Youth Commitment Contract, inherent in its weekly intensity, appear to be levers that have enabled a good number of young people to set a course for themselves, with meetings, actions, exchanges, etc., and for many to break out of their isolation.

A weekly intensity to:

- maintain dynamics,
- highlight what is carried out
- relearn the rules and codes
- move forward together
- create relations, romm for socialisation to break out of isolation

The weekly intensity is even quoted by the participants as a booster for the counsellors' practises:

"Without the intensity, it would be a more traditional route, more complicated to motivate oneself... it's a motivating factor... it pushes me to look for solutions... to renew the activities, to look for partners... not as much time to look for company directors... to accompany the jobseekers."

"54 actions aimed at young people: 1 action per week aimed at young people. We're always on the move! "The Youth Commitment Contract has changed the counsellor's attitude".

Focus on 3 levers to find solutions in young people's pathways



Examples of levers to find solutions :

Machine operator

- **Sponsorship operation for shortage occupations** (with representatives of employers and trade unions)

Order picker

- **Access to qualification by financing trainings**
- **Help for mobility**
- **Short/Very short term contracts to get professional experiences**

Sales adviser

- **Vocational pathway leading to a sustainable job**

'MODEL' TRAJECTORIES

4 illustrations of "winning" trajectories in Youth Commitment Contract, highlighting :

- the specific features of each situation and of the young people who received support
- the levers adapted to each situation that enabled the young person to find a solution



« Beyond a lack of confidence »

Emmanuelle

Profile
and features

- 21 years, lives in the outskirts of Paris
- Has a diploma in fishery
- Issues :
 - difficult family situation alcoholic father
 - lack of self-confidence

Project and Youth
Commitment
Contract pathway

- Work on confidence and image
- Complete skills: « fish filleting »

- Collective workshops, appointment with a work psychologist...
- Immersion with an employer ready to recruit her
- Help for driving licence
- Follow-up after recruitment

Result

- **Long term contract**

"The boss almost treated her like a daughter. I saw her during her probationary period and she's really blossoming. you can feel her blossoming".

"We felt that she was closed off: this enabled her to speak freely (Youth Commitment Contract actions): she had difficulty accepting her image and always felt a little out of place".

« An obstacle course to access to vocation education »

Audrey



Profile and features

- 22 years old, living in a rural area
- Non qualified
- Réerved and introverted

"We're doing a tour of the care assistant professions. I'm a bit scared: she didn't have the profile, I'm surprised I wouldn't have sent her spontaneously to these jobs at the beginning,... in the end, with elderly people, this discreet side goes down well".

Project and Youth Commitment Contract pathway

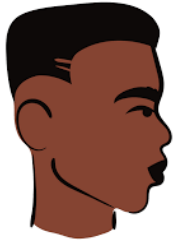
- Searching for her professional project
- Validation of a care assistant project
- Search for a company for a vocational course

- Companies visits, targeted surveys, professional fairs
- Discover of the profession (care assistant) and choice of the training centre
- Multiple applications

Result

- Vocational contract in a care house

"the doors to work-linked training don't open so easily when you hear that these are jobs in short supply ... she applied many times, and I had to call her several times to support and re-launch her application. we hear a lot that work-linked training is on the up, but she had a hard time finding ... a lot of applications for jobs that are in short supply, but it's an obstacle course for work-linked training".



Dailoune

Profile
and features

Project and Youth
Commitment
Contract pathway

Result

« Sponsorship succeeds »

- The very first person to join Youth Commitment Contract
- From Mayotte (overseas), arrives alone on the continent
- Isolated, no close relatives, administrative issues

- Drawing up of the professional project
- Sponsorship and qualification via training

- Sponsorship: Industries and metal professions Union with a company manager as a sponsor
- Training in the Parisian region
- Help for mobility

- Training for HGC licence
- Long term job

"What saved him were the weekly interviews: we saw each other every week and he told me, 'You're not going to let me down, are you? But I couldn't do it on my own, we worked a lot with the company teams, he wanted to work but didn't really know what to do ... we went backwards and forwards ..."



« Picking herself up »

Mélanie

Profile and features

- 7 years of experience in hair dressing
- Allergy issues: had to stop her activity
- Complex first interviews, feeling of an impasse

Project and Youth Commitment Contract pathway

- Work on mourning the loss of a job
- Valuing the skills acquired and those that can be transferred
- Drawing up a new career plan

- Solidarity and support among young people
- Support in her professional transition
- Medical secretary training

Result

- **Medical secretary training**

"... hairdressing, which was her passion, but she could no longer do it, so the first 2 interviews were very, very complicated, and Melanie was able to go back on a scheme to become a medical secretary at the end of 2023, so I've been seeing her regularly through the Youth Commitment Contract application and we feel that she's got back on track. She has rediscovered her passion".

Thank You

