



# GOOD PRACTICES

Partner: INDEPCIE

Practice's title: **Youth Guarantee**



Including **Chess As a Re-education Up-Skilling** tool

## Summary

1- BACKGROUND AND SCOPE	3
1.1 Background	3
1.2 Main subject	3
1.3 Target	4
2- OUTLINE OF THE PRACTICE	4
2.1 Description	4
2.2 Aim/goal	5
2.3 Training Approach	5
3- TOOLS	7
4- OBSERVATIONS	7
5- DISCLAIMER	8

# 1- BACKGROUND AND SCOPE

## 1.1 Background

As the unprecedented crisis brought about by the COVID-19 pandemic continues to affect young people disproportionately, there is overwhelming agreement on the fact that we need to act fast. The reinforced Youth Guarantee steps up the comprehensive job support available to young people across the EU, now reaching out to a broader target group of 15 to 29 year-olds.

It caters for the millions of youth at risk of unemployment unable to enter today's labour market, without losing sight of activating the hardest-to-reach who may have been facing multiple obstacles for years. The reinforced Youth Guarantee does all this through tailored, individualised approaches; providing young people with the appropriate levels of guidance and helping them find crash courses or boot camps if upskilling proves to be necessary.

Such approaches take into account local labour market intelligence shaped by COVID-19 ramifications, acknowledging also the opportunities provided by the accelerating digital and green transitions.

## 1.2 Main subject

The main subject at the heart of the practice is the development of soft skills for labour market insertion. It was created to ensure that all young people under the age of 30 receive a good quality offer of employment, continued education, apprenticeship and traineeship.

## 1.3 Target

Unemployed young people 15 to 29 year-olds.

# 2- OUTLINE OF THE PRACTICE

## 2.1 Description

The Youth Guarantee initiative offers young people a range of programmes and services to help them find a job, such as soft skills training, career guidance and job search support.

The reinforced Youth Guarantee is a commitment by all Member States to ensure that all young people under the age of 30 receive a good quality offer of

- employment
- continued education
- apprenticeship
- traineeship

within a period of four months of becoming unemployed or leaving education.

All EU countries have committed to the implementation of the reinforced Youth Guarantee in a Council Recommendation of October 2020. The Recommendation is based on a Commission proposal, part of the Youth Employment Support package.

<https://ec.europa.eu/social/main.jsp?catId=1079&langId=en>

## 2.2 Aim/goal

The current proposal aims at revamping the policy framework to better support youth employability and avoid another youth unemployment crisis.

This acknowledges that school-to-work transitions and a sustainable market integration are taking longer because of a changing nature of work and the skills in demand.

Includes a distinction between temporary NEETs (often higher educated, sometimes with work experience, perhaps laid off because of the COVID-19 pandemic, or newly entering the labour market during the crisis after finishing their education) and longer-term NEETs (often from vulnerable groups, with low education attainment, requiring extra efforts).

Reaches out and activates greater numbers of young people, in particular women, of all backgrounds, making sure that none of them are left behind.

Strives to support young people in gaining work experience and developing the right skills for a changing world of work, in particular those relevant to the green and digital transitions and those that correspond to the needs on the job market.

## 2.3 Training Approach

The "Youth Guarantee" initiative offers practical and application-oriented training in soft skills in the work environment.

- **Personalised learning:** Personalised training is offered to each young person according to their needs.
- **One-to-one mentoring:** Young people can receive support from an individual mentor.

- **Mentoring programmes:** Young people can participate in mentoring programmes to receive advice from professionals.

The current proposal is structured around four phases (mapping, outreach, preparation and offer):

- In the mapping phase, a more profound knowledge of the NEET target group is transposed to the specific geographical context of the service provider. This is to identify individual NEETs and, crucially, those at risk of becoming NEETs. Through partnerships and early warning systems, young people could be supported before becoming unemployed or inactive, particularly when they are still in formal education and training.
- In the outreach phase, contact is made – and trust is built – with individual NEETs. The outreach phase comprises a comprehensive communication strategy to raise awareness among NEETs of the available support, and that pays due attention to the gender stereotypes and specific additional barriers to reach out to vulnerable groups.
- The preparatory phase runs from the moment of initial registration with the responsible service up to the actual start of an offer. The matching of needs and responses starts during this phase by tailoring individualised, holistic approaches that can cover a wide range of services depending on the young person's situation. Most importantly, action plans comprise counselling, guidance and mentoring (including referrals to wider partners), additional upskilling where relevant and pay due attention to gender stereotypes and specific stereotypes linked to vulnerable youth.
- The fourth and final phase is the actual start of an offer of employment, continued education, apprenticeship or traineeship. This represents an exit from the scheme.

## 3- TOOLS

A variety of tools are used, such as e-learning materials, face-to-face workshops and individualised mentoring.

- Online platform: The Youth Guarantee platform provides information and support to young people.
- Job centres: Young people can turn to job centres for advice and support.
- Youth organisations: Youth organisations can offer support to young people in their search for employment.

## 4- OBSERVATIONS

The Youth Guarantee has created opportunities for young people and acted as a powerful driver for structural reforms and innovation. As a result, the majority of public employment services (PES) have improved and expanded their services for young people.

In about seven years' time, just before the COVID-19 pandemic, there were approximately 1.7 million fewer young people neither in employment nor in education or training (NEETs) across the EU. Youth unemployment had dropped to a record low of 14.9% by February 2020, mere weeks before pandemic-related lockdowns were put in place across the EU.

Though an improving macroeconomic context certainly played a role, evidence suggests that the Youth Guarantee had a major transformative effect. Over 24 million young people who were once registered in Youth Guarantee schemes started an offer of employment, continued education, apprenticeships and traineeships.

## 5- DISCLAIMER

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

### Authors

© May 2024 – Skill Up Srl, UniChess ssdl, INDEPCIE sca, Club Magic Extremadura Sport Club, Centre for Education and Innovation Research, Latvian Chess Federation

This publication was carried out with the financial support of the European Commission under Erasmus + Project “**ICARUS – Including Chess As a Re-education Up-Skilling tool**”, N. 2023-1-IT02-KA220-ADU-000152409.

### Attribution, share in the same condition



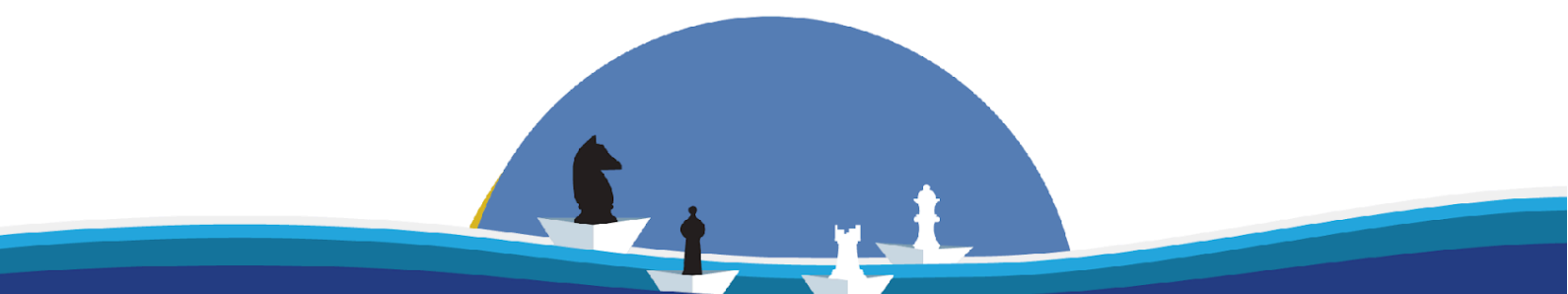
(CC BY-SA) : You are free to Share- copy and redistribute the material in any medium or format and Adapt – remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms under the following terms:

**Attribution** – you must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggest the licensor endorses you or your use



**ShareAlike**- If you remix, transform or build upon the material, you must distribute your contribution under the same license as the original

**No additional restrictions** – you may not apply legal terms.



Including **Chess** As a **Re-education** **Up-Skilling** tool