

ACTION PLAN FOR YOUTH EMPLOYMENT 2019-2021

Executive Summary



GOBIERNO
DE ESPAÑA

MINISTERIO
DE TRABAJO, MIGRACIONES
Y SEGURIDAD SOCIAL

SERVICIO PÚBLICO
DE EMPLEO ESTATAL

SEPE

01

Objectives and measures of the action plan for youth employment

As a society, as a country and as a state, we have the obligation to provide our young people with the instruments, tools and opportunities to enable them to participate actively in their own development, to contribute to shaping their future, to fully exercise their rights and fulfil their community responsibilities. We must also overcome the systemic barriers to young women's employability and access to the labour market, as well as for their career development.

The Ministry of Labour, Migration and Social Security (MITRAMISS, as per its Spanish acronym) is committed to undertaking in an orderly, concrete and precise manner, the actions and measures necessary to contributing, by means of a National Agreement, to developing a new model for the productive economy with long-term strategies to promote strategic support measures for innovation applied to specific sectors or branches, backed by an adequate budget.

To achieve this it has devised an Action Plan for Youth Employment with the following objectives:

- To strive to improve the competitiveness and added value of Spain's productive structure with the aim of achieving levels of economic growth that allow it to create a substantial supply of stable or flexible jobs based on the development of future-oriented sectors with high added value.
- A commitment to comprehensive training and qualifications for young people that encourages their individual, collective and professional promotion, that is based on the education system and the work environment as fundamental elements for their social integration, that provides professional skills for young people with few qualifications, that cares for young people in rural areas and that enhances and reinforces the role of the Public Employment Services as a gateway to the labour market and an active life.
- Carry out initiatives for returning to education, supporting training in strategic skills, dual vocational training, employment rights, and entrepreneurship by young people, promoting trade union participation by young people and encouraging business associations.

In particular, the objectives of this Employment Plan aimed at young people are:

1. Establish a framework for employment quality and dignity at work.
2. Put young people at the heart of their employability and qualification process.
3. Increase their qualification and employability by giving them more work skills.
4. Promote a new economic system based on productivity and added value.
5. Provide the Public Employment Services with the means and resources to give adequate and personalized assistance.

6. Provide specific training on gender equality of opportunity to eliminate bias, combat horizontal segregation and the gender wage gap.
7. Address feelings of despair among young people who give up looking for work because they have no hope of finding it.
8. Special attention will be given to vulnerable groups (migrants, long-term unemployed, school leavers, disabled people, etc.).

The measures included in this Action Plan for Youth Employment are in line with objective 8 of the 2030 Agenda Sustainable Development Goals (SDGs) and aim specifically to achieve Goal 8.6 “By 2020, substantially reduce the proportion of youth not in employment, education or training”, since, the National Youth Guarantee System (NYGS), created as a result of the Council Recommendation of 22 April 2013, and whose actions are promoted by this Plan, seeks to assist people under 30 years of age with no employment or training, in order to promote their incorporation into the labour market in stable, high-quality jobs.

In order to achieve these goals, by providing young people the actions and measures indicated in this Plan, the following quantitative objectives must be achieved upon completion:

- **Reduce Youth Unemployment Rate to 23.5%** (it stood at 33% in the third-quarter 2018), for men and women, throughout the three years of the plan’s validity, decreasing the number of unemployed under-25 by 168,000.
- **Increase Activity Rate to 73.5%** for young people aged 20 to 29 (it stood at 58.73% in the third-quarter 2018). This increase should be achieved by raising the rate, at least, one per cent for men and three percent for women.
- **20% reduction in the gender gap** between young men and women in registered unemployed. In October 2018 this gap stood at 45,500 under 30s.
- **Increase by 15% each year the number of permanent contracts** among young people, reaching 2,900,000 permanent contracts throughout the three years of the plan’s validity
- **Train at least 43% (100,000)** of unemployed registered young people with no Compulsory Secondary Education qualification in key skills in Spanish and Mathematics.
- **Train at least 30% (80,000)** of young people in language skills.
- **Train 225,000 young people in digital skills, 75% in basic skills, and 25% in advanced skills**, representing 40% and 38% respectively of people under 30.
- **Train 25% (40,000) of young people in strategic sectors skills** (25% of young people with Higher Education and Vocational Training).

To achieve these objectives, the Action Plan for Youth Employment comprises **six main axes**, structured in **50 measures** with a **€2,000 million budget**.

Axis 1 - Orientation

It includes actions on information, vocational guidance, motivation, advice, diagnosis and definition of professional profile and skills, design and management of individual learning pathways, job search, and labour intermediation and, to summarize, actions to support employability of the beneficiaries.

This axis seeks to enhance active intermediation and personalized services based on the diagnosis and design of employment participation and individual training itineraries, and includes the following objectives:

OBJECTIVE 1: CAREER GUIDANCE AND PERSONALISED ASSISTANCE

The measures for achieving this objective would be:

ACTION 1 ORIENTAJOVEN PROGRAMME WITH A NETWORK OF 3,000 S GUIDANCE ADVISORS

Creation of a network of **3,000 advisors within the framework of the Public Employment Services (ORIENTAJOVEN Programme)**, including tasks of prospecting and attracting job offers, complemented by a network of **young mediators** drawn from young people's social organizations.

Many of them will provide each young person with personalized assistance and continuous monitoring of their pathways to employment.

To implement this guidance programme, specific training in equal opportunities will also be provided. Its frame of reference will be the provisions of the Technical Reference Guide for the execution of the protocols in the Common Portfolio of Services of the National Employment System for this guidance service.

ACTION 2 DIAGNOSIS AND PERSONALISED PATHWAYS TO EMPLOYMENT

Creation of a strong network of employment guidance and job search advisors, as vocational guidance is considered an essential service for helping users improve their employability, promote their careers and facilitate their hiring or guidance towards self-employment along their career life-cycles.

The guidance and job search advisors in the ORIENTAJOVEN programme will define personalised career pathways by performing individualised diagnoses and profiling.

ACTION 3 SIJ-INJUVE NETWORK PROGRAMME OF ASSISTANCE FOR VULNERABLE YOUNG PEOPLE

Strengthening and supporting The Youth Information Services (hereafter, SIJ, as per its Spanish acronym) and The Spanish Youth Institute (hereafter, INJUVE, as per its Spanish acronym) Network programme for vulnerable young people at risk of social and employment exclusion, in rural or disadvantaged areas. This is based on early, personalized assistance by counsellors, employment advisors and mediators. At the local level, these will provide personalized assistance and tutoring on enrolment in the National Youth Guarantee System (NYGS) and on local private-sector and government job offers and pathways.

ACTION 4 SUPPORT TO THE SIJ-INJUVE NETWORK WITH 110 YOUTH MEDIATORS

Through the INJUVE and with the support of the State Public Employment Service, in order to provide assistance and facilitate access for young people to the services and programmes offered by the National Employment System, a national network will be set up with 110 young mediators, in addition to the SIJ-INJUVE network.



ACTION 5
SUPPORT IN PROSPECTORS

Prospecting is different to guidance and aims to operate in spaces where young people are, especially those who are in a situation of greater risk of social exclusion and therefore more distant from training, from employment and the routes that lead to it.

ACTION 6
COMPREHENSIVE GUIDANCE FOR YOUNG MIGRANTS

Public Employment Services together with migrants groups, will constitute a network for advice and information to raise awareness among self-employed or employed migrants about the advantages of vocational training and to inform them about the measures to promote youth employment as well as the labour market situation, encouraging young migrant's participation in the developed actions.

ACTION 7
COMPREHENSIVE ASSISTANCE FOR YOUNG UNACCOMPANIED MIGRANT MINORS IN THE FIELD OF LABOUR MARKET INTEGRATION

Public Employment Services will collaborate actively within the scope of each autonomous region in the reception of young unaccompanied migrant minors in all aspects related to vocational guidance, training and job placement with the aim to improve their employability and speed up their reintegration in the society and the labour market. This **programme will concentrate especially on assistance for young people in those regions that have received the highest number of unaccompanied migrant minors**, with an integrated approach and follow-up of the developed actions. Also, coordination with the training offers provided by the education system through its Mentor Classrooms network for adults will be established.

ACTION 8
COLLABORATING WITH THE SPANISH FEDERATION OF MUNICIPALITIES AND PROVINCES

The Ministry of Labour, Migration and Social Security and the Spanish Federation of Municipalities and Provinces will promote the signing of an agreement or framework agreement to which local bodies can subscribe, to allow young people to use the facilities of municipal employment services.

OBJECTIVE 2: RELATIONSHIP WITH LABOUR MARKET STAKEHOLDERS

The measures for achieving this objective would be:

ACTION 9
COLLABORATING WITH UNIVERSITIES AND CIPEs

In the education field collaboration will be supported between universities, Employment Information and Promotion Centres (hereafter, CIPEs, as per its Spanish acronym) and educational guidance specialists, to enable these objectives to be achieved.



ACTION 10
PARTICIPATION AND COLLABORATION WITH SOCIAL SERVICES IN EACH AUTONOMOUS COMMUNITY

The Public Employment Services will establish the appropriate procedures and channels to encourage participation by the Social Services of each autonomous region in order to facilitate access to Personalized Assistance Areas for all young people, especially those who have special difficulties in finding a job.

ACTION 11
EMPLOYMENT LAUNCHPADS

This innovative initiative consists of teams of unemployed people who are dynamic and committed job seekers, coordinated by their coach, who work together to improve the chances of finding a job by all those involved in the project. The Public Employment Services encourages **good practices** in this programme by those autonomous regions that promote it, in order to learn about the management of this programme, to improve it nationwide.

ACTION 12
PARTICIPATION OF LOCAL ENTITIES IN GUIDANCE AND PERSONALISED ASSISTANCE PROGRAMMES

At the local level, Public Employment Services will promote meetings and communications through good practice actions linked to successful programmes in some autonomous regions.

OBJECTIVE 3: GOVERNANCE OF ORIENTATION MEASURES: ONE-STOP SHOP FOR YOUNG PEOPLE

The network of 3,000 technical staff carrying out guidance and prospecting for public employment services and the 110 mediators of the SIJ-INJUVE Network will work together with staff from other institutions to provide an effective single point of contact regardless of the organization which a young person approaches.

This ORIENTAJOVEN programme focuses on achieving an integrated professional guidance system for young people.

AXIS 2: Training

Includes actions for vocational training for employment aimed at learning, training, re-qualification or retraining and dual training. This is alternated with work to enable beneficiaries to acquire skills or improve their professional experience, to improve their qualifications and facilitate their employment. This axis pursues two basic objectives:

OBJECTIVE 1: IMPROVE COMPANIES' COMPETITIVENESS THROUGH STAFF QUALIFICATION, ADAPTING WORKERS' SKILLS TO CURRENT AND FUTURE LABOUR MARKET REQUIREMENTS.

OBJECTIVE 2: IMPROVE WORKERS' EMPLOYABILITY TO FACILITATE TRANSITIONS FROM AND INTO EMPLOYMENT, PERSONAL DEVELOPMENT AND CAREER ADVANCEMENT.

ACTION 13 KEY COMPETENCES TRAINING PROGRAMMES

These are designed to facilitate the acquisition of key skills in communication in Spanish and mathematics for young people who have dropped out of school but require these skills to access training aimed at obtaining level 2 and 3 vocational competency certificates, establishing cooperation channels between employment and educational administrations.

ACTION 14 DIGITAL COMPETENCES TRAINING PROGRAMMES

Measure aimed at young people registered as job seekers who need it to acquire the digital skills necessary to increase their professional qualification level by doing training programmes.

ACTION 15 TRAINING PROGRAMMES IN FOREIGN LANGUAGE COMPETENCES AND MOBILITY FOR STUDY AND WORK

These programmes aim to provide students with the necessary language training and learning so that they can take official accreditation tests of the levels of the Common European Framework of Reference for Languages.

ACTION 16 QUALIFICATION- ORIENTED TRAINING PROGRAMMES IN STRATEGIC SECTORS

Initiatives for the acquisition of new skills, for gaining qualifications in strategic and emerging sectors (energy and environment).

ACTION 17 TRAINING PROGRAMMES AIMED AT AGRICULTURAL QUALIFICATION AND LOCAL DEVELOPMENT

Training programmes for young people aimed at promoting economic activity and employment in the area at the local level, to encourage maintaining population in rural areas, to cope with demographic challenges.



ACTION 18
TRAINING PROGRAMMES
WITH COMMITMENT TO
HIRING

These training programmes are sometimes imparted by municipal authorities or other local entities, which guarantee employment with private companies. In other cases the companies themselves impart the training and undertake to provide employment.

ACTION 19
SECOND-CHANCE
PROGRAMMES WITH
SCHOLARSHIPS

Second chance programmes adapted to different learning pace and specific needs of young people who have not completed Compulsory Secondary Education, mainly the younger ones. These training programmes have different types of incentives or successful completion awards.

ACTION 20
INNOVATIVE MODELS
IN TRAINING AND
EMPLOYMENT. SECOND
CHANCE SCHOOLS

Starting new models of training and job placement through second-chance schools for young people, promoted by the European Commission and with a long history in neighbouring countries.

Non-vocational practical work will be done based on vocational training not derived from vocational competency certificates, very much focused on skills for employment.

ACTION 21
INTERGENERATIONAL
TRAINING CHAIN

Encouraging retired experts to mentor unemployed young people during their training. A census of retired experts could be created. Their functions will be to provide support and advice to the young person during the training action.

ACTION 22
TRAINING EMPLOYMENT
OFFICES AND BENEFIT
AGENCIES STAFF TO
ASSIST MIGRANTS

Training actions will be carried out on providing assistance for young unemployed immigrants by employment office staff.

AXIS 3: Employment opportunities

This axis 3, Employment Opportunities, includes actions aimed at encouraging employment and job creation or continuation, especially for groups that have greater difficulty in finding jobs or staying in them. It will pay special attention to the situation of people with disabilities, people in situations of social exclusion, people with non-shared family responsibilities, victims of terrorism and women victims of gender violence.

Young people are especially vulnerable to job insecurity, which is why the measures included in the **Master Plan for Dignified Work** will have a special impact on the guarantee of compliance with employment regulations, to prevent fraud and abuse.

This axis covers the following objectives:

OBJECTIVE 1: EMPLOYMENT CONTRACT FRAMEWORK TO IMPROVE THE QUALITY OF LABOUR RELATIONS

The measures for achieving this objective would be:

ACTION 23 BLENDED EMPLOYMENT AND TRAINING PROGRAMMES

These programmes include a firm commitment to **Workshop Schools, Vocational and Trade Schools and Employment Workshops 4.0** as well as other alternating training programmes. This will promote training that matches market needs, making it possible to combine formal learning with practical workplace experience.

Unemployment benefit insurance contribution is recovered for training contracts under these programmes, so the necessary regulatory amendment is proposed.

ACTION 24 PROMOTION OF TRAINING AGREEMENTS IN DIFFERENT SMES AND MICRO-SMES

Agreements between a training body and different SMEs and micro SMEs will be promoted. These will be the ones that sign the Training and Learning contract.

ACTION 25 PROMOTION OF TRAINING PROGRAMMES AND OF KNOWLEDGE TRANSFER THROUGH THE RELIEF CONTRACT

Regulatory reform of relief contracts will be promoted in order to ensure knowledge and skills transfer by workers in partial retirement and those hired on relief contracts. In this respect, the reform will provide for part of each person's working day to be allocated to training of the reliever by the partial retiree, making both timetables compatible.

ACTION 26 ENHANCE DUAL VOCATIONAL TRAINING THROUGH THE CONTRACT FOR TRAINING AND APPRENTICESHIP

The training and apprenticeship contract with developments to make it more feasible to use and to enable more and better training provision with a quality guarantee and better working conditions.



ACTION 27
EMPLOYMENT WEBSITE
FOR TRAINING
CONTRACTS

Actions to ensure a single point of contact for job offers with the new training and apprenticeship contracts and for traineeships will be developed. In this regard, the EMPLEATE Website will create a new section exclusively for the new training contracts.

ACTION 28
REINFORCING
THE CAUSALITY
OF TEMPORARY
CONTRACTS AND PART-
TIME CONTRACTS

In temporary contracts, it will be encouraged that their use is in accordance with employment regulations, avoiding abuses with linkages of temporary contracts and promoting duration limits for the same worker with the same employer, in order to encourage permanent contracts.

ACTION 29
RECRUITMENT AND
ENTREPRENEURSHIP
OPPORTUNITIES FOR
YOUNG PEOPLE

The current framework of incentives and grants for quality jobs and entrepreneurship will be evaluated and reviewed, linking incentives to personalized support during hiring, developing effective programmes, targeting groups with greater integration problems.

ACTION 30
PILOT PROGRAMMES TO
PROMOTE PARTNERSHIP
IN LABOUR MARKET
INTEGRATION AND
THE CONSTITUTION
OF SUPPORT AND
ACCOMPANIMENT
NETWORKS IN THE
PROCESS OF SEEKING
EMPLOYMENT FOR
YOUNG PEOPLE

Create a **support and mentoring network** for the job search process, with participation by the Spanish Public Employment Service, The Spanish Youth Institute, social partners and organisations with competences in youth matters in autonomous regions and local corporations involved in this project, and other institutions, private bodies or associations.

In relation to partnerships, pilot projects of Comprehensive Youth Employment Plans will be set up by the Public Employment Services through public-private collaboration with other bodies. The objective is to achieve successful results in projects aimed at the employment of groups of young people most excluded from the labour market.



ACTION 31
STATUTE OF NON-LABOUR PRACTICES

The Statute will be created to integrate and regulate the rights of the trainees and non-workplace practical experience. **The aim of the new regulation is to ensure that participants receive real work experience, an adequate social protection and remuneration.**

It will take as its reference the provisions in other countries such as France and will contain a detailed regulation of them.

ACTION 32
STRENGTHENED AND SPECIALISED ASSISTANCE FOR PARTICULARLY VULNERABLE YOUNG PEOPLE

Programmes will be set up that include support for especially vulnerable young people such as young women who are victims of gender violence, under-qualified young people, young people who are long-term unemployed, young people at risk of exclusion, young people with disabilities, young migrants and refugees, young people with non-shared family responsibilities. In addition a **system of grants or incentives** will be set up for young people with family responsibilities or from low income families to facilitate their participation in vocational actions, supervised work experience managed by public systems, and support for employment under ordinary contracts with commitment to the parameters and obligations of the training programme, or practical experience supervised by public systems.

ACTION 33
CIRCULAR ECONOMY PROGRAMMES

Support for employment projects focusing on strategic sectors and within the framework of the circular economy and environmental sustainability. Specifically, pilot programmes will be promoted within the framework of The Fundación Biodiversidad (Biodiversity Foundation).

ACTION 34
FIRST PROFESSIONAL EXPERIENCE PROGRAMMES

These programmes will be developed mainly through public programmes linked to the acquisition of work experience related to the professional qualification of young people. This will be done especially with the collaboration of local authorities and companies committed to providing first work experience for young people.

ACTION 35
RETURN OF TALENT AND SUPPORT FOR MOBILITY PROGRAMMES

These programmes are aimed at young people living abroad, and include support measures for hiring, self-employment, expenses for travel and initial accommodation, as well as the mentoring process (EURES, ARGO and FARO programmes).



ACTION 36
ACTIONS CONTEMPLATED IN COMPREHENSIVE EMPLOYMENT PROGRAMMES APPROVED FOR REGIONS IN WHICH SPECIAL SOCIO-LABOUR, ECONOMIC OR GEOGRAPHICAL CONDITIONS HINDER THE EFFECTIVE SOCIAL INTEGRATION OF YOUNG PEOPLE

Execution of comprehensive employment programmes approved for areas in which special social/employment, economic or geographical conditions do not allow effective social integration of young people. Public Employment Services and the Spanish Public Employment Service within the scope of its activity will carry out joint actions supervised and integrated into personalized itineraries covering career guidance, training and employment support.

AXIS 4: Equal opportunities in access to employment

Actions aimed at promoting reconciliation with personal, family and working life as well as equality between young women and men in accessing, retaining and achieving promotion in employment. This will also include those aimed at enabling geographical mobility or encouraging recruitment in sectors different from those in which a person has normally worked.

ACTION 37
PROMOTE COLLABORATION WITH AGENTS OF CHANGE FOR GENDER EQUALITY

Activities will be carried out to improve equality of opportunity between women and men in accessing and retaining jobs and in working conditions in the labour market, and in entrepreneurship, through agents of change for gender equality, which will also support measures aimed at achieving conciliation and sharing of responsibilities in personal, family and working life.

ACTION 38
SUPPORT FOR STARTUPS OR TECHNOLOGY-BASED PROJECTS FOR YOUNG WOMEN

Incentives for unemployed young women to start businesses to revitalize the economy and support female entrepreneurship will be supported. To do this, they will be supported by a mentor assigned to advise them on their business plan. These female entrepreneurs will be offered monitoring services, and once the viability of the business is demonstrated they will be able to access financial assistance provided for the self-employed.

To implement this measure the Public Employment Services, through the **State Public Employment Service and within the framework of the National Employment System will coordinate actions with the Secretary of State for Digital Advancement of the Ministry of Economy and Business** to ensure a structured and integrated approach in the constitution of these businesses, especially those in which young women have a leadership role.

ACTION 39 SUPPORT FOR YOUNG WOMEN IN RURAL AREAS

Actions will be carried out to encourage young women in rural areas to undertake training activities, especially in ICT technologies and new and future-oriented sectors, taking advantage of new technologies and with online learning teachers and tutors. For this purpose, the Public Employment Services will cooperate with local and regional authorities in coordination with the programmes promoted by the Government Commissioner for the Demographic Challenge.

Positive self-employment incentive measures will be promoted for women in rural areas and municipalities with less than 5,000 inhabitants such as hyper-reduced fixed Social Security contributions.

AXIS 5: Entrepreneurship

It Includes activities aimed at encouraging entrepreneurship, self-employment and the social economy, and those aimed at generating employment, business activity and boosting and promoting local economic development. This axis consists of the following structural objectives:

OBJECTIVE 1: PROMOTE YOUNG PEOPLE'S ENTREPRENEURSHIP, SELF-EMPLOYMENT AND THE SOCIAL ECONOMY

ACTION 40 PROMOTION OF SOCIAL ECONOMY PROGRAMMES

Public Employment Services **will implement specific and general agreements with local authorities in order to strengthen the entities involved in the social economy** and modernize and improve the conditions in which they carry out their activity. This will involve promoting participation by young people, and entrepreneurship in this type of business, factors which also consolidate a region's business structure.

Another aspect of this will be the creation of **one-stop-shops for information** in cooperation with young people's movements and associations to provide information about the advantages of the social economy. These will provide information about measures such as the lump-sum payment of unemployment benefit for start-up capital and others to promote the growth of social economy businesses. These include the introduction of new incentives for taking on working partners and incentives to encourage worker-owned and other cooperatives to take on staff with permanent contracts.

In these agreements between Public Employment Services, local authorities and young people's associations the corresponding Technical Guide for executing protocols for developing the social economy from the National Employment System's Common Services Portfolio will be taken as reference.

OBJECTIVE 2: PROMOTE WITHIN THE SCOPE OF POLICIES FOR ACTIVATION AND INSERTION, ENTREPRENEURSHIP, SELF-EMPLOYMENT AND NEW JOB OPPORTUNITIES PROVIDED BY THE DIGITAL ECONOMY AND THE DIFFERENT FORMULAS OF THE SOCIAL ECONOMY AND THE DIGITAL PLATFORM ECONOMY

ACTION 41 STARTUPS WITH BUSINESS INCUBATORS

Activities will be promoted to carry out pilot programmes with leading companies experienced in start-up programmes, with the collaboration of business incubators, either existing or that could be established by regional governments to be determined.

Spain already has 250 business incubators that provide support with spaces and services for creating and developing start-ups.

To implement this measure the Public Employment Services, through the State Public Employment

Service and within the framework of the National Employment System, **actions will be coordinated with the Secretary of State for Digital Development of the Ministry of Economy and Business.**

OBJECTIVE 3: TRAINING AND ADVICE TO ENTREPRENEURS ON BUSINESS PURPOSE AND ON MICROENTERPRISES MANAGEMENT TECHNIQUES

To achieve this objective, a specific action will be established within the ORIENTAJOVEN framework programme for advice and information for young entrepreneurs, especially for those workers who capitalise their unemployment benefits in order to set up a business that requires support and advice for its business plan, as well as information on the labour market and measures to support entrepreneurship.

OBJECTIVE 4: PROMOTE ACTIONS AIMED AT GENERATING EMPLOYMENT, BUSINESS ACTIVITY AND BOOSTING AND PROMOTING LOCAL ECONOMIC DEVELOPMENT

Local entities may adhere to the Agreement, or Framework Agreement, between the Ministry of Labour, Migrations and Social Security and the Spanish Federation of Municipalities and Provinces, to enable young people to use the employment services and receive personalised assistance towards employability. This assistance will be provided to encourage entrepreneurship for young people who request it, as well as to develop entrepreneurial skills among young people in general.

OBJECTIVE 5: ESTABLISH COLLABORATION FRAMEWORKS WITH PRODUCTIVE SECTORS AND REGIONAL ENTITIES THAT CAN FACILITATE A COMPREHENSIVE APPROACH TO EMPLOYMENT AND VOCATIONAL TRAINING POLICIES, AS WELL AS THE MAIN ORGANIZATIONS REPRESENTING SELF-EMPLOYMENT AND THE SOCIAL ECONOMY

ACTION 42
COLLABORATION
AGREEMENTS WITH
CROSS-SECTOR
ORGANISATIONS OF THE
SELF-EMPLOYED

The **identification of training needs, as well as the design, programming and communication of self-employed and social economy workers training actions** will be carried out with the participation of self-employed and the social economy cross-sector organizations as well as those sufficiently established in the corresponding area of activity. **Collaboration agreements will be made** for developing actions with young entrepreneurs.

AXIS 6: IMPROVING THE INSTITUTIONAL FRAMEWORK

This is a cross-cutting axis. It includes actions aimed at improving management, collaboration, coordination and communication within the National Employment System and promoting its modernization. By its own nature, the objectives of this axis are instrumental to the extent that achieving them will deliver greater efficiency for public employment services in their ultimate goals of activation and employability. This axis consists of the following structural objectives:

OBJECTIVE 1: IMPROVE THE GOVERNANCE OF THE NATIONAL YOUTH GUARANTEE SYSTEM

The National Youth Guarantee System (NYGS) is designed to be a basic tool for carrying out the proposed initiatives within the scope of the Youth Employment Plan. The target population of the Youth Employment Plan includes the specific youth guarantee group: young people between 16 and 29 years, unemployed, not in training, and registered in the NYGS Database.



After several years of development in which different legal reforms have been introduced to improve the registration of potential young people, the State Public Employment Service has been designated as the competent body for managing the National Youth Guarantee System. This is allowing improved management, development and monitoring of the target population and the programmes and measures for implementing employment policy. This is a starting point, and there are still several areas that need improvement.

ACTION 43
SIMPLIFYING THE
NYGS'S CENTRALISED
REGISTRY

Work is underway to improve online registration, to make it simpler and more accessible. Specifically, the aim is to improve the official NYGS home page to make it much more usable, and to develop a Youth Guarantee mobile application.

ACTION 44
PARTICIPATING IN
NYGSGOVERNANCE
THROUGH THE
TRIPARTITE
COMMISSION

This measure aims to increase participation by social partners in improving the management and governance of the NYGS.

ACTION 45
REINFORCING THE
MONITORING, CONTROL
AND EVALUATION
ACTIONS THROUGH
THE NYGS DELEGATE
MONITORING
AND EVALUATION
COMMISSION WITH
PERIODIC EVALUATIONS

This measure aims to establish a **coordinated work programme** that integrates both the need to convene the Commission and to organise its working groups that, with cross-cutting nature, can effectively coordinate the different forums, establishing priorities and scopes as needed. Ultimately, to strengthen the monitoring, oversight and evaluation of the Youth Guarantee, not only through specific working groups, but also by increasing the frequency of evaluations.

ACTION 46
STRENGTHENING
INTER-INSTITUTIONAL
COORDINATION,
ESPECIALLY WITH
SOCIAL SERVICES AND
EDUCATION

This measure aims to strengthen inter-institutional coordination between government administrations not only at the level of General State Administration (AGE, as per its Spanish acronym) and autonomous regions but also with social services and education.



ACTION 47

IMPROVING THE
QUALITY OF THE DATA
OF THE ACTIONS AND/
OR SYSTEM ASSISTANCE
THROUGH OBLIGATORY
PARTICIPATION IN
INFORMATION SHARING
OF ALL STAKEHOLDERS
INVOLVE

Work is ongoing in several areas to improve the quality of data about the measures/assistance provided under the NYGS. One is to reinforce the frequency and integrity of the information entered in the Database in compliance with legal obligations. The other is to set up specific Youth Guarantee working groups.

ACTION 48

FACILITATING THE
EXCHANGE OF
TRAINING AND
INFORMATION WITHIN
THE YOUTH GUARANTEE
PARTICIPATING ENTITIES,
ESPECIALLY REGARDING
CURRENT CALLS

It is intended to boost information and communications announcements of job offers, education and training focused on young people registered in the NYGS. This will be done by encouraging better use of social networks to increase young people participation and through the creation of an information platform with on-going announcements published by different intermediate bodies.

ACTION 49

ENCOURAGING
PILOT PROJECTS ON
SERVICES INTEGRATION
PROVIDED TO YOUNG
PEOPLE THROUGH
PARTNERSHIPS
AT LOCAL LEVEL
SPONSORED BY
THE EUROPEAN
COMMISSION WITHIN
THE FRAMEWORK OF
THE "PEER SUPPORT"
PROJECT OF WHICH
SPAIN IS PART

The purpose of this measure is to encourage the running of pilot projects on integrating the services for young people through partnerships at the local level through with the supervision and collaboration of the European Commission, especially within the framework of the "Peer Support" project.



ACTION 50
PROMOTING EFFECTIVE
EQUALITY OF WOMEN
AND MEN AND EQUAL
TREATMENT AND
OPPORTUNITIES
REGARDLESS OF ANY
PERSONAL AND/OR
SOCIAL CIRCUMSTANCE

In line with the Government's objective of promoting effective equality of treatment and opportunities for women and men, the necessary measures will be encouraged to make this equality effective among the young people covered by the Youth Guarantee.

02

Dissemination, impact and evaluation of the action plan for youth employment

With the aim of reaching out to all young people, a plan **will be implemented** for communication and dissemination of the Youth Employment Plan.

Additionally, all the Programmes and Measures included in this Youth Employment Plan will have their corresponding budget allocation that will have to be negotiated both with the social partners and with the autonomous regions responsible for their implementation.

Operationally, an annual action plan will be drawn up, linked to the Annual Employment Policy Plan for those actions which by nature are within the scope of the autonomous regions, which will be subject to twice-yearly monitoring.

To ensure compliance with the Plan, a **Monitoring Committee** will be set up. It will meet every six months, and be composed of: The Ministry of Labour, Migration and Social Security (MITRAMISS, as per its Spanish acronym), The Spanish Public Employment Service (SEPE, as per its Spanish acronym), The regional Public Employment Services within the National Employment System (SNE, as per its Spanish acronym), social partners, Spanish Federation of Municipalities and Provinces (FEMP, as per its Spanish acronym), The Spanish Youth Institute (INJUVE, as per its Spanish acronym), The Ministry of Education and Vocational Training (MEFP, as per its Spanish acronym), The Spanish Youth Council (CJE, as per its Spanish acronym), The Spanish Institute of Women and for Equal Opportunities (IWEQ, as per its Spanish acronym) and the Conference of Principals of Spanish Universities (CRUE, as per its Spanish acronym).

This Plan **will be valid for three years**, from 2019 to 2021.

It is estimated that the programme will be provided with a budget of **2,000 million €**, of which 670 million will be from the 2019 budget and will therefore be included in its allocations. The budgets for 2020 and 2021 will allocate the amounts necessary to reach the aforementioned total.

The Plan will be submitted to **evaluation after 18 months** of operation, based on the six-monthly monitoring reports that the Permanent Commission will prepare and submit to the Monitoring Committee. This annual evaluation will contain, at least, relevant information on the results of each individual measure.

It will also contain information on the **effectiveness** of the Plan, its efficiency, **relevance, coverage and user satisfaction**. An evaluation model will be designed to allow these criteria to be transferred to the different measures. This model will include indicators for both the number participating in each measure and the results in terms of successful stable insertion in the job market.



**your
moment**