



18-20 Oct 2011
Antwerp (B)

better chances for YOUNG PEOPLE on the labour market

inspiration | networking | projects
inclusion | funding | visibility

**for people working on youth
employment & entrepreneurship**

[www.salto-youth.net/bridges to work](http://www.salto-youth.net/bridges%20to%20work)



CONCLUSIONS AND HIGHLIGHTS

**Nothing about us
without us!**

ELO7 fortnightly

Low Ambition

Reliant



wee Boab's



wee Boab's

wee Boab's

wee Boab's

wee Boab's



Sign on & upset people

SCOTLAND & &

Contract

Janerz from Slovenia

Parents house



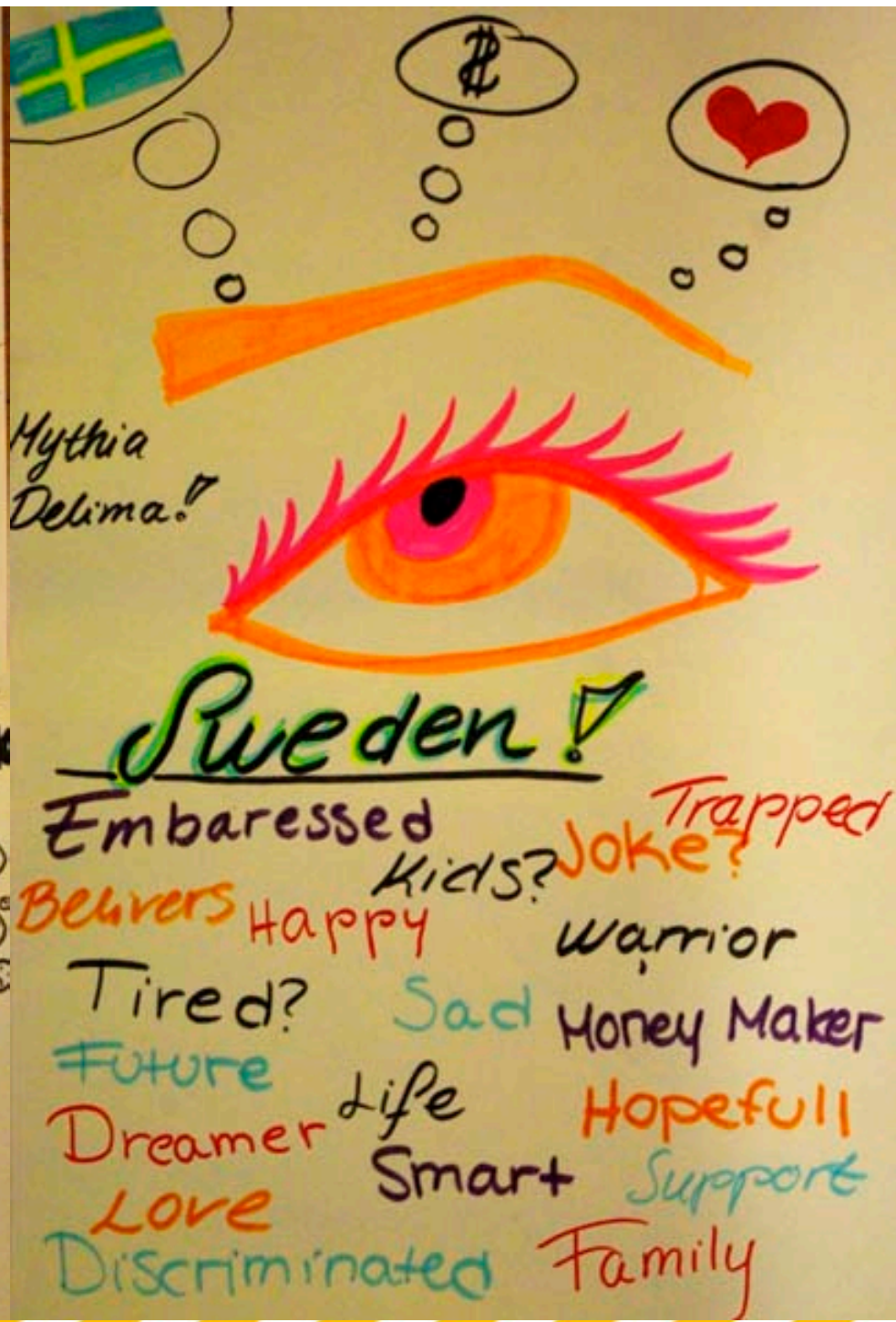
STUDENT





Croatia

HARIN
GREGOR



It all started with young people and coaches...

Exchange, debate, ideas

- We are not alone! So different realities and yet so many common issues to deal with!
- New ways and new perspectives (I didn't know that... I never thought of...);
- New possible networks ('we have a project which intends to tackle the issue of HoH → Oh! But I do work with HoH');
- Better understanding of 'the other side', counter effect, and impact of some actions and policies.

The context

- Young people and employment are a priority (Agenda 2020, Youth Strategy → Youth on the Move, YiA);
- Acknowledgment of a transition from knowledge to learning → better recognition of non-formal learning and of the contribution of youth work;
- Entrepreneurship: the way forward...?
- Yet, there is a need for a more inclusive approach;
- The long-term impact of the economical crisis and the period of recession is only known to a certain extent. And after?

'We need a change of mentalities. We need to build bridges between young people and employers, but we also need to build bridges between generations'



From bad to worse?

How to face the current situation and still work on the transition from school to work?



Considering that

- Unemployment affects much more young people than adults;
- We notice more and more short-term work positions (or LT unemployment), precarious and lower quality jobs, and repetitive internships;
- The recovery will take longer;
- National and European Policies are not yet sufficiently comprehensive and -paradoxically, do not target enough specific groups (but to which extent should they do so?);
- (Formal) Education does not manage to respond to the needs of young people - employers - society...

What do we have to do?

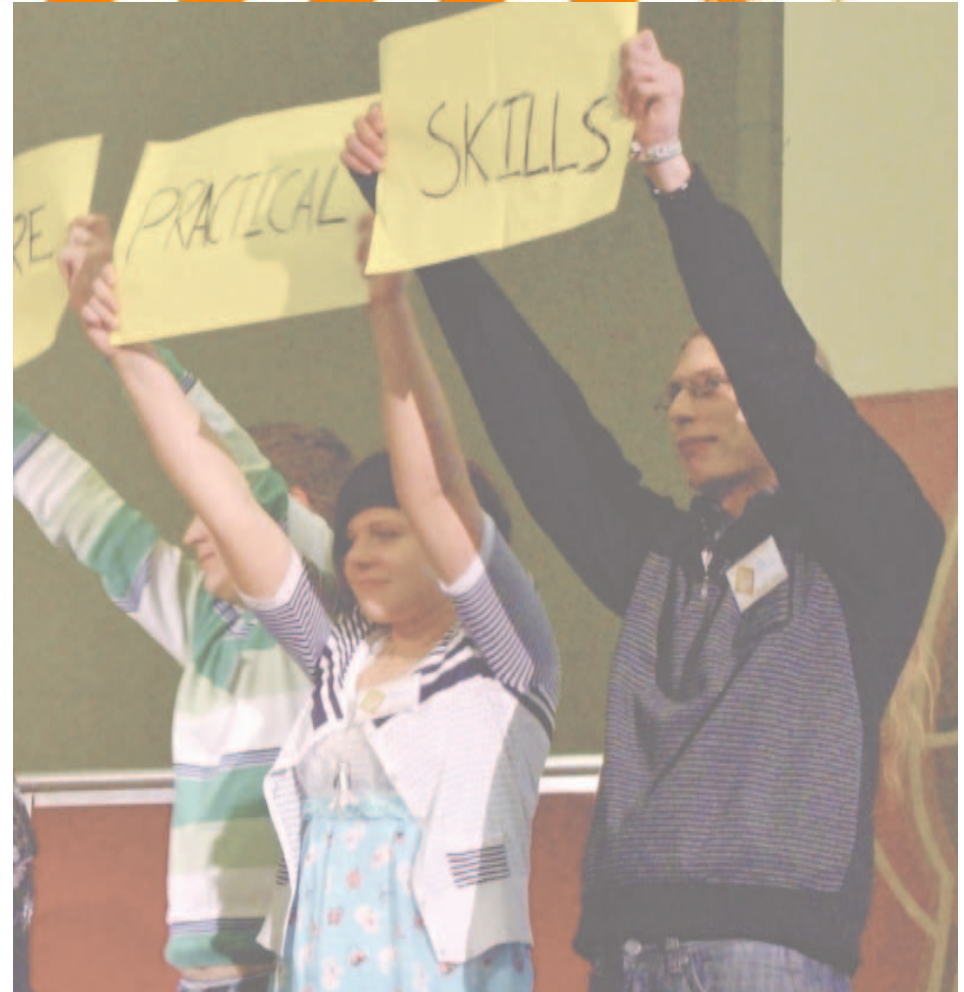
Looking at

- Young people and employers;
- Society and young people;
- Education and young people;
- Education and society;
- Globalisation and society;
- Young people and (social) youth work;
- Young people and young people...

**In such a 'systemic' picture, what
would the 'yes we can' attitude
mean?**

It would look like...

- A bigger investment in and a more comprehensive approach to the development of soft skills in schools;
- More and better training programmes (soft-skills, on-the-job training, vocational...);
- Targeted intervention → a more inclusive approach;
- Coaching and job search assistance (yet, this goes along the creation of jobs);



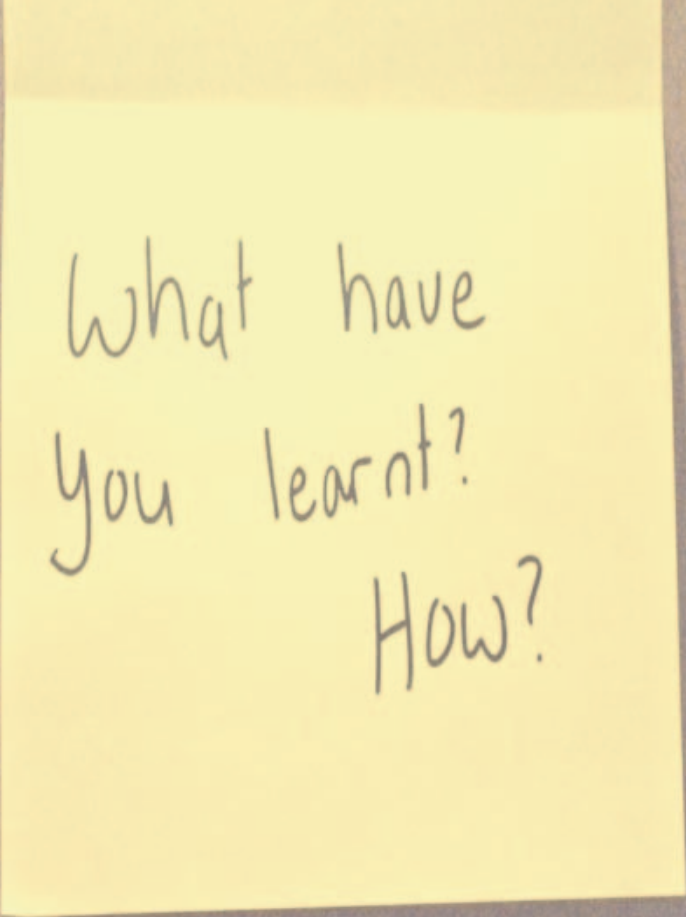


- A better cooperation between the public and private sector, a better coordination of actions;
- More networking (together we stand...);
- Closer relation between employers and young people (Shadow days, entrepreneurship Fridays...);
- Favour and increase youth participation.



NFL and youth work

- From knowledge to learning → need to better support the development of 'soft skills' / competences;
- Recognition on NFL!;
- New or alternative validation systems;
- A more holistic approach to education;
- Learning to Learn and Self-Directed Learning:



What have
you learnt?
How?

Entrepreneurship

- With or without business plan, it always starts with an idea
→ creativity;
- It starts early! → encourage an entrepreneurship attitude;
- A several step process, with sometimes stumbling blocks and failures;
- It isn't easy! It does not all happen at once!
- It requires networking and support (from stakeholders, governments, social environment);
- It also requires a change of attitude → the 'yes we can' attitude?
- It is not THE solution to unemployment...
- But it is possible (you had a number of examples here)!

'This was the hardest part: to find out how to set up a business there'

'You have to give young people responsibilities and avoid thinking "Oh, but they don't know"!'



What do employers think?

- No, they do not only look at CVs and formal education outcomes. Knowledge is not necessarily equal to competence;
- No, they do not only consider higher educated people;
- No, they do not have advantages to systematically 'reject' young people;
- No, they do not believe in short-term employment practices;
- Yes, they value creativity and values;
- Yes, they value your experience;
- Yes, they value YOU!

And now what?

Now that we have some hints, that we shared ideas, experiences, practices, that we were confronted to different yet similar realities, and even though we most probably have pending questions to answer to: what will we do? What will I do?





Learning plan, action plan, roadmap, next steps...

It doesn't matter how you call it. But what you brainstormed, developed, exchanged, perhaps questioned and contrasted is what can be done to enhance young people's 'better chances on the labour market'.

But it is not only a general '*that* can be done'; it is also and before all about what can and what will YOU do. Tomorrow, next week, next month, or in the coming year. This is now your responsibility...



Box boy: Do not try to think out of the box.
That's impossible. Instead, only try
to acknowledge the truth.

Neo: What truth?

Box boy: That there is no box.

(A friend's free interpretation of *the Matrix*).

*NB: How many of us did buy handcrafts from
India? 😊?*

