



HELPING DISADVANTAGED YOUNG PEOPLE TO FIND EMPLOYMENT OR TRAINING PROGRAMMES THROUGH TAILORED ROADMAPS, GUIDANCE BY MENTORS, AND FINANCIAL SUPPORT TO COMPANIES.

1 young person 1 solution

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To address the consequences of the COVID-19 pandemic on youth employment and training and to maintain the level of employment and apprenticeships, the French Government developed the '1 young person - 1 solution' programme, including financial assistance for the recruitment of young people and other measures to support their employment and training. In particular, the programme aims at facilitating the professional integration of disadvantaged young people.

In May 2021, the French Government also launched the '1 young person - 1 mentor' platform. Complementing the '1 young person - 1 solution' programme, it aims to increase the number of young people who benefit from support from an older mentor (student, practising professional or young retiree) during their school career, be it in their choice of direction or in the professional integration phase.

Name of the PES	Pôle emploi
Scope of measure (a pilot project or a national reform)	National reform plan.
When was the practice implemented?	The practice was initiated in August 2020.
What was the driver for introducing the practice? Was it internal or external?	In the wake of the crisis caused by the COVID-19 pandemic, the French Government initiated the programme to ensure the continued professional development of young people in France. Seeking to foster job and training opportunities for young people far away from the labour market, the '1 young person - 1 solution' programme provides tailor-made paths of integration into employment or apprenticeships.
Which organisation was involved in its implementation?	The programme's success can partially be attributed to the vast mobilisation of enterprises agreeing to employ and train young people. The cooperation between CFA (Centres of apprenticeship training), Apec (Association for the employment of executives), 'missions locales' ¹ and Pôle emploi has been vital for the successful implementation of the programme.
Which groups were targeted by the practice?	The '1 young person - 1 solution' programme targets all people under 30 years of age who are looking for a job, an apprenticeship, a training or another pathway into professional integration. Special attention is given to disadvantaged youth and those who are most isolated from the labour market. The '1 young person - 1 mentor' platform aims to reach 100 000 young people in 2021 - a threefold increase compared to 2020 - and a further 200 000 in 2022.
What were the practice's main objectives?	The practice's main objectives are to help young people under 30 years of age to find a job, an apprenticeship or a training programme, or to enter an integration path by offering targeted services. Specific goals are: <ol style="list-style-type: none"> 1. Facilitating the integration of young people into their professional life. 2. Simplifying their access to training and apprenticeships. 3. Supporting and coaching young people who are far away from the labour market and offering them tailor-made pathways into professional life.

¹ Local missions, i.e. specific, local-level agencies that are responsible for identifying, receiving, informing, and providing vocational guidance and supporting young people who are experiencing integration difficulties, in order to build a professional and life project with them. The central concept of local missions is the global approach, i.e., the inseparability of the professional and social dimensions.

What activities were carried out?	<p>The programme offers guidance, recruitment assistance, apprenticeship assistance, incentives for the integration in employment and training, and more recently mentoring. A specific form of support is the so-called 'Contrat de Professionalisation', an apprenticeship incentive combining both work and education aspects between an employer from the private sector and an employee who meets certain criteria. It allows young people to gain a professional qualification within the framework of continued education. The employee is supported by a tutor. In order to contribute to the professional integration of young people, the French PES offers tailored services to:</p> <ol style="list-style-type: none"> 1. Identify young people's needs quickly and accurately. 2. Make full use of guidance, support, services and vacancies best suited to their needs at the right moment in time. 3. Facilitate access to services and aid within the wide range of solutions provided by Pôle emploi and its partners. <p>Numerous recruitment events dedicated to young people have been organised in various professional fields. In addition the French PES continuously updates the website https://www.1jeune1solution.gouv.fr/ with the latest information about the programme. Moreover, to strengthen young peoples' skills and employability, Pôle emploi organises workshops and additional training such as digital media courses.</p>
What resources and other relevant organisational aspects were involved?	<p>Dedicated counsellors have access to a map of existing solutions tailored to each young jobseeker's needs. They carry out a systematic reminder to the employer for each job vacancy and suggest support for recruitment. Pôle emploi has recruited 650 additional counsellors exclusively dedicated to young jobseekers' guidance and support.</p>
What were the source(s) of funding?	<p>The programme is part of the French Recovery Plan '<i>France Relance</i>' which is financed both by the French government (60 bn €) and by the European Recovery Plan, 'Next Generation EU' (40 bn €).</p>
What were the outputs of the practice: people reached and products?	<p>Since its start in August 2020, more than two million young people have benefited from a solution from the programme. By May 2021, the following outputs and results were reached:</p> <ul style="list-style-type: none"> ► 800 000 young people far from employment have entered a tailor-made integration process, thanks to the commitment of local missions, Pôle emploi and APEC; For example, 121 000 young people have entered the Youth Guarantee since the launch of the programme. ► 350 000 young people under the age of 30 have been trained, 90 000 of whom have been trained in jobs in strategic sectors of recovery such as ecological transition, digital, health or industry. ► 1.8 million young people under the age of 26 were hired on permanent or fixed-term contracts of more than three months. ► 525 600 young people signed an apprenticeship contract in 2020. This is 42% more than in 2019. 62% of young people leaving apprenticeship in 2019 are in employment 6 months after their exit. <p>The success of the "1 youth, 1 solution" plan is possible thanks to the exceptional mobilisation of companies, CFAs and the entire public employment service in favour of youth (see also: https://travail-emploi.gouv.fr/IMG/pdf/bilan_1_an_-_1_jeune_1_solution.pdf).</p>
What outcomes have been identified?	<p>The practice has been identified as an effective tool to support the professional integration of young people in France. Through the practice, the number of employed young people and apprenticeship contracts signed increased significantly.</p>
What are the lessons learnt and success factors?	<p>The programme's tailored approach is considered a significant success factor. Increasing the diversity of possibilities for each participant to find an appropriate solution to their needs and situation allows for a flexible realisation of the practice's goals. For young people with disabilities, school dropouts or poorly qualified youngsters, the tailored services of '1 young person, 1 solution' provide appropriate solutions to all kinds of challenges.</p>



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