

### IO1.3 Best practice in Spain

<b>Type of practice</b>	Integral Plan for Employment and Training
<b>Best practice title</b>	“Avalem Joves”
<b>Period of implementation</b>	2016 - 2020
<b>Location</b>	Valencian Community
<b>Geographical coverage</b>	Regional
<b>Contact</b>	<a href="mailto:avalemjove@gva.es">avalemjove@gva.es</a> Tel. +34 616 124 143
<b>Link</b>	<a href="http://www.servef.gva.es/avalem-joves">http://www.servef.gva.es/avalem-joves</a> <a href="http://www.servef.gva.es/documents/161661193/162723838/Avalem+Joves+-+Plan+Integral+Empleo+y++Formaci3n+2016-2020+CAST.pdf/0d966c97-5bb4-4a86-be93-460ef55f3f41">http://www.servef.gva.es/documents/161661193/162723838/Avalem+Joves+-+Plan+Integral+Empleo+y++Formaci3n+2016-2020+CAST.pdf/0d966c97-5bb4-4a86-be93-460ef55f3f41</a>
<b>Contact person</b>	n.a.
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Young unemployed people under 30 years old, registered at the Regional Employment Service (SERVEF)</li> <li>• Only to participate in the actions of the program funded by the Youth Guarantee National System, young candidates have to fulfil the requirements for registering at the Youth National System register.</li> </ul>
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To create new possibilities for youth employability and training</li> <li>• To get in contact young talents with small and medium enterprises and third sector organizations, promoting youth hiring</li> <li>• To facilitate the return of unemployed young people who moved to foreign countries, searching for job opportunities</li> <li>• To foster social engagement of youth, getting them involved in social initiatives led by third sector actors and aimed at developing youth’s transversal skills, currently demanded by job market.</li> </ul>
<b>Short description</b>	<p>“Avalem Jove” is a structured and complex strategy to foster youth employability through a set of actions. The actions of the plan have been tailored on the different profiles of young unemployed participants:</p> <ol style="list-style-type: none"> <li>1. Programme for young unemployed people who graduated at the University or with a VET qualification, that do not find job opportunities</li> <li>2. Programme for young people that hold qualifications that do not fit the labour market’s demands, and that lost their jobs</li> <li>3. Programme for young people with a low professional profile and with very few chances to get a job.</li> </ol>

<p><b>Activities/Action plan</b></p>	<p>The Plan is structured in the following actions:</p> <p><b>RECEPTION:</b> the starting point of the plan consist of receiving, informing and registering (if needed) participants to the Youth Guarantee National System.</p> <p><b>CAREER ORIENTATION:</b> In order to support youth in staying fully engaged throughout this quite complex process, a specific orientation methodology has been developed. Each participant is assigned a tutor, that monitors him/her in his/her carrier orientation and throughout the job searching process. The methodology focuses on the <b>gamification</b> technique, that uses role playing, team work, creativity and experimentation as key elements to successfully achieve the orientation goals.</p> <p><b>COMPETENCES:</b> In order to help participants develop and improve key competences for job searching and performing, the plan provides:</p> <ol style="list-style-type: none"> <li>1. Workshops on basic transversal skills to perform efficiently job tasks</li> <li>2. Workshops for obtaining key skills certifications, like: Spanish language, Maths, English, Digital Skills, etc., all of them needed to obtain specific professional certifications.</li> </ol> <p><b>TRAINING AND QUALIFICATION:</b> All the correspondent actions aim at providing youth with knowledge and qualifications, required by the labour market. They include:</p> <ol style="list-style-type: none"> <li>1. Projects for companies’ strengthening, addressed to small and medium enterprises, Valencian cooperatives and third sector organizations.</li> <li>2. Training pathways that meet the needs of the companies in terms of qualification, both in traditional and emerging economic sectors.</li> <li>3. Vocational trainings offer.</li> <li>4. Dual programs “work-training”, that combine training with practical traineeship (<i>escuela taller, casas de oficios</i>, etc.), lasting 12 months.</li> <li>5. Training that officially recognize the needed certification to perform specific jobs.</li> </ol> <p><b>AIDS FOR HIRING:</b> A set of measures that facilitate youth hiring in SME, cooperatives and social economy.</p> <p><b>SELF-EMPLOYMENT AND ENTREPRENEURSHIP:</b> The Support and Tutoring Service for Self-Employment and Entrepreneurship provides information, counselling, orientation and trainings on how to create a business plan and a feasibility study. Besides, it also offers orientation about microcredit programs, tutoring and other orientation service to new young entrepreneurs.</p> <p><b>OTHER ACTIONS:</b></p> <ol style="list-style-type: none"> <li>1. Training and traineeships to increase and consolidate theoretic knowledge and to facilitate contacts between youth and enterprises.</li> <li>2. International mobility activities, to work or carrying out an internship in other European countries</li> </ol>
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	<ol style="list-style-type: none"> <li>3. Networking: Job fairs that provide a space where companies from very different sectors can meet young job-seekers</li> <li>4. Motivational Conferences on Human Resources in enterprises, with the aim to make young people aware of the companies' needs in terms of human resources, from one hand and, on the other hand to allow companies to get in touch with young candidates with interesting professional profiles.</li> <li>5. Peer-to-peer exchange of experience, where young professionals tell other young job-seekers about their own experiences about approaching labour market and offer them tips and suggestions to efficiently enter the labour market.</li> <li>6. Mediation and tutoring service aiming at matching job vacancies with proper youth profiles</li> </ol>
<b>Resources/Products</b>	The Plan has a total budget of 205 millions, funded by the Regional Government (Generalitat Valenciana), SERVEF and European Social Fund.
<b>Impact</b>	The estimated impact of the Plan in terms of beneficiaries number is 89.000
<b>Key words</b>	Employment, Carrier Orientation, Tutoring, Gamification, Transversal Skills, Qualifications, Youth Guarantee National System