ETF Working together Learning for life

European Training Foundation

WORKING WITH YOUTH AND ADULTS

Training on Youth Guarantee (YG)

THE EU AGENCY SUPPORTING COUNTRIES TO DEVELOP THROUGH LEARNING

30/09/2026, Podgorica

WORKING WITH YOUNG PEOPLE AND ADULTS

Different starting points, different pathways, a shared objective: sustainable employment

PURPOSE

01 **Understand how young people's needs differ from those of adult jobseekers**

02 **Identify implications for PES counselling and service delivery**

03 **Illustrate some EU examples and practices**

YOUNG PERSON
Entering working life

ADULT
Returning to or transitioning within working life

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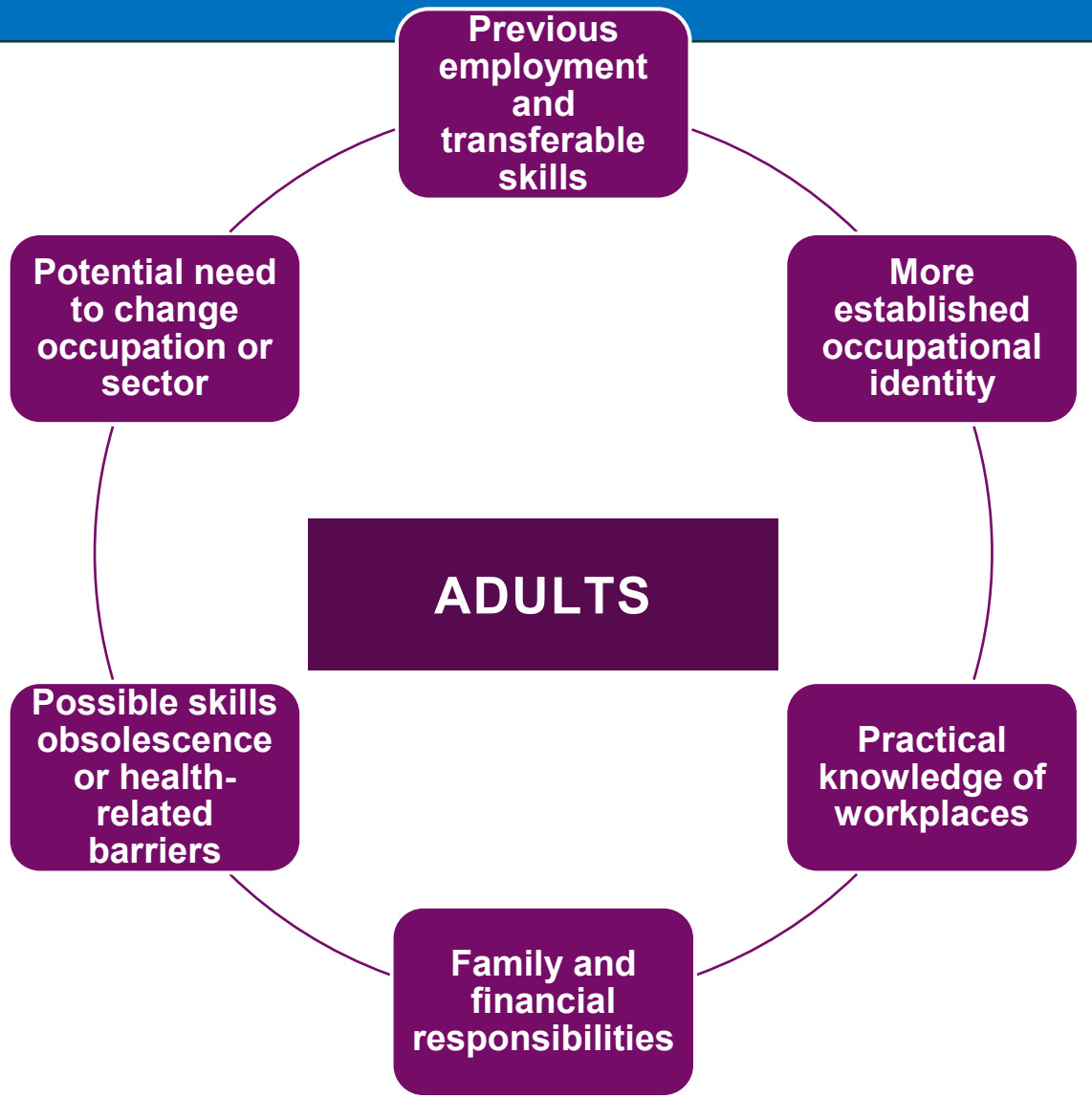
DIFFERENT STARTING POINTS



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KEY MESSAGE: Youth support often focuses on entering the working life. Adult support often focuses on returning to work, changing direction, or staying employable.

HOW THE APPROACH CHANGES

The same PES interventions, but with a different emphasis

STAGE	YOUTH FOCUS	ADULT FOCUS
ASSESSMENT	Aspirations, motivation, basic skills, work readiness and support network	Employment history, transferable skills, qualifications and barriers to re-employment
GUIDANCE	Career exploration and informed career choices	Career transition, skills updating and occupational alternatives
ACTIVATION	Gradual engagement, short milestones and practical experience	Targeted training, job-search support and vacancy referrals
PLACEMENT & RETENTION	First-work experience, mentoring and post-placement support	Effective matching, workplace adaptation and sustainable reintegration

EU PRACTICES FOR YOUNG PEOPLE

FINLAND

https://ohjaamot.fi/en/mika-on-ohjaamo

FRANCE

Missions Locales - local support for young people aged 16–25 years old

- Personalised pathways towards employment
- Support covering employment, training, orientation, mobility, housing and health
- Preparation for recruitment and assistance during integration into employment
- Cooperation with employers and local partners

https://travail-emploi.gouv.fr/les-missions-locales

Youth Engagement Contract - Intensive activation for young people facing difficulties

- For 15-25 years old and people under 30 years of age who are recognised as disabled
- Individual programme developed with a counsellor
- Activities may include training, work experience, job search and civic service
- Programme generally involves 15 to 20 hours of activities per week

https://www.service-public.gouv.fr/particuliers/vosdroits/F32700

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EU PRACTICES FOR ADULTS

IRELAND

Skills to Compete

- SOLAS initiative focused on reskilling and retraining
- Transversal skills development to help employability.
- Specific courses targeting growth sectors and occupations - Critical Skills Occupations List
- Building digital skills and capabilities

https://www.solas.ie/programmes/skills-to-compete/

ITALY

SEZ Bonus

- Exemption from the payment of 100% of social security contributions
- **Special Economic Zones** (Abruzzo, Basilicata, Calabria, Campania, Marche, Molise, Puglia, Sicily, Sardinia and Umbria).
- Targeting private employers who employ up to ten employees in the month of hiring.
- Persons aged 35 and over who have been unemployed for at least 24 months.

https://www.inps.it/it/it/inps-comunica/notizie/dettaglio-news-page.news.2026.06.bonus-giovani-donne-e-zes-al-via-le-domande.html

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