

# ACTION PLAN FOR YOUTH EMPLOYMENT 2019-2021

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## 01

## Itment to young people

Young people are the most valuable human capital a modern society possesses. They are its engine of change, its present and its future.

Despite being personal potential for a country's development and progress, young people uniquely suffer the ups and downs of economic cycles and the effects of turnover. They are also victims of a model of job flexibility that involves a great deal of precariousness, with devastating effects that marginalise them and exclude them from employment. However, this observation alone would still leave us on the periphery of the problem.

Social and technological changes have produced a progressive deregulation of labour in certain aspects that affects young people at a critical moment in their lives: that of entering the labour market and laying the foundation of their professional career. It is in this dimension that the causes of change in the job market can be comprehensively addressed and, once defined, measures can be activated to respond to these changes.

The reduction of the young population is a major issue in a labour model based on competitive improvement of its social capital. It is vital for workers to become competent in their careers and even more so if young people are integrated into the labour market in a disorderly manner, with multiple contracts that do not consolidate their career and in a job scheme that does not allow them to develop their autonomy and personal and professional growth.

Moreover, the difficulties young people aged 16 to 19 run up against when looking for jobs indicate that important structural changes of social organisation need to be made to integrate them when they are not let into the job market because they have little or no professional experience, or that may not have attained the knowledge and skills for their final incorporation into the job market. Indeed, such knowledge is expected to be acquired between the ages of 20 and 25 or at by the age of 30. Therefore, it is vital to adopt measures to combat their dropping out of school early as well as to carry out actions in the field of employment to qualify these young people who lack the basic professional skills required by the labour market; therefore, actions will be promoted to help young people earn degrees in the second half of Secondary Education, in collaboration with the educational administration.

By ensuring that young people develop with dignity and in equal opportunities, we build a society that is more just, inclusive, rich and diverse, in short, a better society.

As a society, as a country and as a State, it is our duty to offer our youth the instruments, means and opportunities they need to be able to actively participate in their growth, contribute to shaping their



future, to fully exercise their rights and fulfil their duties as individuals towards our community, while also overcoming the persistent barriers that still today hinder young women's from getting and keeping a job or being promoted.

Fulfilling this obligation entails and generates a commitment. A commitment by the Government to undertake the necessary actions and measures in an orderly, concrete and precise manner that contribute, by means of a State Agreement, to the development of a new productive model with long-term strategies that support applied innovation and specific sectors or branches, along with a strong budgetary effort.

A commitment that seeks to improve the competitiveness and added value of the Spanish productive workforce with the aim of achieving levels of economic growth that allow a substantial supply of stable or flexible employment to be generated, by developing forward-looking sectors with a high added value. In this new productive model, young people will be active protagonists in its development and on-going renewal.

This will therefore necessitate promoting studies in science, technology, engineering and mathematics (STEM) as a prime option, paying special attention to encouraging girls and young women to enter these fields, as they are currently under-represented in both higher education and vocational training, but are crucial for achieving higher levels of development in the future.

A commitment to the comprehensive education and qualification of young people that promotes their individual, collective and professional advancement and is supported by the educational system and the working environment as fundamental elements for their social integration; a commitment that guarantees real equality in treatment and opportunities between women and men, co-responsibility in domestic and care-giver responsibilities, one that equips poorly qualified young people with professional skills, one that takes care of young people in rural areas and that strengthens and reinforces the role of the Public Employment Services as a gateway to the labour market and active life. A commitment to young university graduates by strengthening collaboration between the guidance and employment services at universities that have experience and knowledge of the profile of university job seekers with the public employment services, to improve the employability of young university graduates.

In addition, there must be a commitment to all those people who received an excellent education in our educational system but who had to emigrate to other countries to develop this knowledge because of the lack of opportunities available to them in our own country. This commitment involves encouraging the return of young adult workers to whom the Spanish labour market was unable to provide a decent job opportunity.

The Government's commitment must also take into account the reality of the demographic challenges that affect much of the rural world. Employment policies and youth policies are determining factors in meeting this challenge and, therefore, the combination of both offers an ideal juncture to work on the demographic sustainability of these environments. We need to give the rural world a chance. The advances in the new model of society now being shaped are ignoring this space for coexistence even though its maintenance is an investment in the well-being of society in the future, a society that will be led by today's young people. The possibilities offered by new technologies can bring new opportunities to rural areas. The world is global, physical presence is no longer necessary for carrying out a large number of economic activities linked to technologies. Networking, distance working, home office jobs, e-commerce and many other activities can make rural areas appealing to young people because of the quality of life they host, if they are given reasonable opportunities for their current aspirations. The emergence and consolidation of employment and economic opportunities in the rural world must be supported.

A commitment, therefore, to initiatives to go back to school, to support training in strategic skills, to bolster dual vocational training, to employment with rights, to the entrepreneurship of young people, to the return of those who had to leave Spain because here there were no good employment opportunities available to them, as well as to the promotion of trade union participation and business associations for young people.

Furthermore, the measures in this Action Plan for Youth Employment are in line with goal 8 of the Agenda 2030 Sustainable Development Goals (SDGs) that specifically serve to achieve Goal 8.6 “By 2020, substantially reduce the proportion of youth not in employment, education or training”. Through the National Youth Guarantee System (NYGS) created as an outcome of the Council Recommendation of 22 April 2013 and whose actions are promoted in this Plan, the aim is to serve workers under 30 who lack both employment and training, so as to promote their incorporation into the labour market with steady, quality jobs.

All the measures contained in this Plan will be reinforced by the decision to increase the Minimum Wage (MW), which will especially benefit young people and women, as they are the two groups with the lowest wages, with their earnings having dropped by more than 13% in recent years. This increase in minimum wage will be positive for creating jobs that will be more productive and consequently more sustainable, knowing that the elasticity of employment relative to GDP will remain among the highest in the EU and that there will be simultaneous positive impacts on other related variables such as consumption or the increase in gross household income.

It is important to highlight the firm commitment to improve human resources, to strengthen the technical staff to provide the service of Personalised Accompaniment throughout one’s entire working life and, of course, from youth. The certainty from having accurate information on what is really happening in the world of work as it is now and will be in future is the objective where the Public Employment Services (PES) can enforce the fundamental principle of equality in access to that information and advice so that everyone can complete their training and career path in an appropriate way, from the conviction that this Personalised Accompaniment is a fundamental pillar of the modern Welfare State.

Accordingly, one of the most relevant measures of this Action Plan for Youth Employment is the incorporation of 3,000 technical people responsible for guidance and research in line with the recommendations of the



Employment Committee of the European Union Council of Employment Ministers, which proved that it is still necessary to deepen the capacity of action of the PES to ensure the ratio of 1 counsellor for every 100 unemployed.

The European Commission's Country Report Spain 2018 Including an In-Depth Review on the prevention and correction of macroeconomic imbalances warns that "a lack of resources and poor coordination continue to hamper the effectiveness of the Public Employment Services (PES)". Even though in 2017 the human and economic resources of the self-governing PES were increased and measures were taken to improve their effectiveness, the report notes that the PES workforce is still 3% lower than in 2015, and that spending is 33% lower than in 2012. Moreover, the report notes that while the Youth Guarantee has been an improvement in terms of the number of registered young people and beneficiaries who continue to work six months after leaving the registry, it is still hampered by the limited capacity of the Public Employment Services (PES) to provide beneficiaries with personalized itineraries and high-quality job offers that match their profile.

Similarly, the OECD Report "Economic Survey Spain 2018" published in November 2018, states in the section on regional disparities in the labour market that the total number of PES resources in Spain is far below other OECD countries, and that the number of job seekers per PES counsellor/worker is high. It also suggests that improving this ratio and having specialised counsellors is a measure to increase the effectiveness of active employment policies, and that funding needs to be distributed efficiently among the Autonomous Communities.

Consequently, strengthening Public Employment Services with technical people specialised in guidance and placement responds to the recommendations and suggestions made by various international agencies (OECD, European Commission, ILO, etc.) while converging on achieving the essential objective for optimum functioning of the Public Employment Services: providing personalised assistance to the users of these public services.

In short, this Action Plan for Youth Employment is the result of those commitments and a firm pledge to improving our country.

## 02

# Background and initial situation

According to the municipal census on January 1, 2017, the population of Spain was 46,572,132, of whom 14,040,091 were under 30 years of age, which was 30.15%. While the total population increased by 0.03% in the last year, the number of young people showed a negative inter-annual variation of 0.48%, that is, 68,306 fewer people. The probable causes of the reduction in the number of registered young people are that the younger population is not growing because the natural increase is negative and, Furthermore, the migratory balance, although positive in general terms, was not enough to compensate for the lower birth rates.

The total workforce aged 16 to 29 underwent an inter-annual variation of 1.06 points, although in the last five-year period it dropped by 11.09%, i.e., by 448,200 young people.

The employed population between the ages of 16 and 29 went up during the five-year period by 9.24 per cent, or 217,900 people. This figure was positive for the fourth year in a row.

The economic activity rate for young people was downward but recovered in 2017; the employment rate followed the same path until its lowest point in 2012 and, from then on, the trend changed and last year increased by 2 points. Similarly, unemployment rose until it peaked in 2012, but from that year on, the downward trend has been evident and in 2017 unemployment was almost fifteen points down.

The 2007-2014 period was marked by an international economic and financial recession that has had a considerable impact on the labour market in Spain, particularly affecting the young population. According to EUROSTAT data, the youth unemployment rate in Spain (young people between 15 and 29 years old) rose by a factor of 3 between 2007 and 2012, reaching 40.3% by 2012, more than twice the EU-28 average (18.4%).

After a further increase in 2013 to 42.4% (EU average 18.9%), the youth unemployment rate has gone down noticeably, although it continues to surpass the European average with a youth unemployment rate in the third quarter of 2018 that hit 33% (25.2% if all young people between 16 and 29 are included). The high level of youth unemployment in Spain is, therefore, a structural problem with serious consequences for the present and future situation of young Spaniards that limits economic growth.



The following information was taken from the labour market data for 2017, and according to the 2017 State Youth Labour Market Report Data published by the Occupations Monitoring Observatory of the State Employment Public Service:

The total number of contracts registered in 2017 amounted to 21,501,303 of which 7,598,321 were signed with young people and represents 35.34% of total recruitment. The increase in new contracts was 7.62% in 2017 whereas the increase in contracts for young people was 10.12%.

The list of registered contracts and contracted persons is known as the turnover index. The overall average is 2.88 contracts per person and the youth contract was 2.89.

Once again in 2017, the services sector accounted for the largest number of contracts signed with young people, up to 78.05%. The service economy is fully consolidated for both young people as a group as well as for the total.

Employment stability was 8.19%, the lowest of all groups, although in the last decade there has been little oscillation among young people. Stable youth recruitment increased by 16.27% in the last year.

The full-time rate was 56.48 % of contracts as opposed to 43.52 % part-time.

According to the aforementioned Report on the Youth Labour Market 2017 of the Occupations Monitoring Observatory of the State Employment Public Service, the statistical mode (i.e., the most frequent value in a distribution of data) indicates that **the profile of a gainfully employed young adult is that of a man between 25 and 29 years of age, salaried with a temporary contract for full-time work, employed in**

**the services sector in the branch of wholesale or retail commerce.** He belongs to the Major Occupation Group 5, Workers in catering services, personal services, protection and salespersons and has studied at a level of higher education.

The number of unemployed job seekers in 2017 was 3,412,781, of which 571,897 were young people and represent 16.76% of the total. For the fourth consecutive year, there was again a decrease in the number of unemployed youth, which this year stood at 53,892 people, a behaviour similar to that of the total number of job seekers overall, where the situation also improved and the variation was also negative, 7.84%, whereas until 2012 the opposite was true.

The proportion of this group among unemployed job seekers overall has been declining steadily in recent years since in 2017, at slightly more than 16 people out of every 100 registered are young people under 30, whereas in 2008 it came to nearly 26 people.

The monthly average of unemployed young people under 30 years of age in 2017 was 591,375, which was 11.83 % less than the previous year.

By gender, young unemployed people are distributed as follows: 46.96% men and 53.04% women. By age group, the largest is again the 25 to 29 year olds at 53.07%, followed by 20 to 24 year olds at 35.52% and the smallest proportionality is for those under 20 at 11.41%.

10.37% of unemployed young people hold college or university degrees. With respect to the previous year, the only increase was in the number of unemployed people at the University education level of the EHEA Bologna cycle (11.72 %) mainly due to the number of graduates in the new degree programmes.

According to that report, **the main features of the profile of a young person under 30 years of age who is unemployed is that of a woman between 25 and 29 years of age with Compulsory Secondary Education; she has been looking for a job for one to three months, and worked in the services sector or who lacks any previous experience.** <sup>1</sup>

As a synopsis, the table below offers key indicator data on young people as a group. The most significant sources (EAPS, Registered Unemployment, Contracts and Affiliation) use different methodologies, but their joint evolution clearly shows an improvement in the main indicators with respect to previous years.

Basic indicators of young people (under 30 years of age)	Men	Women	Total Q3 2018	% variation 2018/17
Population (in thousands)	3,344.9	3,239.3	6,584.3	1.20
EAPS workforce (in thousands)	1,966.1	1,736.7	3,702.9	-0.67
EAPS employed (in thousands)	1,471.3	1,297.1	2,768.5	3.61
EAPS Unemployed (in thousands)	494.9	439.7	934.5	-11.48
	Men	Women	Year 2017	variation 2017/16
Enrolled in Social Security	1,387,052	1,263,263	2,650,316	4.76
Registered contracts	4,081,550	3,516,771	7,598,321	10.12
	Men	Women	September 2018	variation 2018/17
Registered as unemployed	250,870	299,295	550,165	-6.68

<sup>1</sup> [http://www.sepe.es/contenidos/observatorio/mercado\\_trabajo/3067-1.pdf](http://www.sepe.es/contenidos/observatorio/mercado_trabajo/3067-1.pdf)

UNEMPLOYMENT RATE: SPAIN /EUROPEAN UNION				
	August 2018	Prev. month	Same month in prev. year	June 2018
<b>TOTAL</b>				
EZ 19	8.1	8.2	9.0	8.2
EU 28	6.8	6.8	7.5	6.9
Spain	15.2	15.2	16.8	15.2
Difference Spain/EZ 19 (pp)	5.8	5.8	6.5	5.7
Difference Spain/EU 28 (pp)	7.0	7.0	7.9	7.0
<b>MEN</b>				
EZ 19	7.8	7.8	8.7	7.9
EU 28	6.6	6.6	7.3	6.6
Spain	13.6	13.6	15.2	13.6
Difference Spain/EZ 19 (pp)	5.8	5.8	6.5	5.7
Difference Spain/EU 28 (pp)	7.0	7.0	7.9	7.0
<b>WOMEN</b>				
EZ 19	8.5	8.5	9.3	8.6
EU 28	7.0	7.1	7.8	7.1
Spain	17.1	17.0	18.7	17.0
Difference Spain/EZ 19 (pp)	8.6	8.5	9.4	8.4
Difference Spain/EU 28 (pp)	10.1	9.9	10.9	9.9
<b>YOUNG PEOPLE &lt;25</b>				
EZ 19	16.6	16.7	18.5	16.8
EU 28	14.8	14.9	16.6	15.0
Spain	33.6	33.7	37.4	34.1
Difference Spain/EZ 19 (pp)	17.0	17.0	18.9	17.3
Difference Spain/EU 28 (pp)	18.8	18.8	20.8	19.1

### Notes

The EUROSTAT data for Spain are based on the data collected for the Economically Active Population Survey, with a different subsequent treatment.

It considers the workforce from the age of 15, so it offers different rates for the first age brackets.

The data for the month are an extrapolation derived from the last survey carried out for the previous quarter.

Statistical methods are applied to de-seasonalise the series and eliminate the effects of changes in the labour market situation.

**Source: EUROSTAT**

## 02.1 Variables that affect the situation of young people in employment

According to data from the Economically Active Population Survey (EAPS) for the last quarter of 2018 the unemployment rate stands at 14.55%, which is 73 hundredths less than in the previous quarter. In the last year this rate has fallen by 1.83 points. The size of the workforce increased this quarter by 19,800 to 22,854,000. The economic activity rate fell by seven hundredths to 58.73%. In the last year the workforce increased by 73,000 people. By age group, drops in unemployment were seen this quarter among those aged 25 to 54 (121,600 fewer unemployed), among those aged 55 and over (-48,600) and among young people aged 16 to 19 (-1,900). In contrast, the number of unemployed rises by 8,000 among young people aged 20 to 24.

The number of unemployed job seekers in October 2018 was 3,254,703 people, of whom 569,956 are young people and represent 17.51% of the total. For the fourth consecutive year, there was again a decrease in young unemployed persons, which this year stood at 40,961 persons, a behaviour similar to that of the total number of job seekers overall, where the situation also improved and the variation was also negative, 6.1%, whereas until 2012 the opposite was true.

The proportion of this group among unemployed job seekers has been declining steadily in recent years. In October 2017, slightly more than 17 people out of every 100 registered are young people, in contrast to the almost 26 people in 2008. (Table 14, Appendix I).

A total of 18,956,018 workers were enrolled in Social Security as of September 30, 2018, up by 3.02% (555,877 people) from the same date in the previous year. The enrolment of young workers was 2,704,740, representing 14.27%. This group is less and less representative in the Spanish productive fabric: in 2008, out of every 100 people enrolled in the System, slightly more than 20 were under 30 years of age, whereas since 2012 it is down to 14. (Table 1, Appendix I).

In 2017, the main features of the profile of a young worker Security under 30 years of age enrolled in the Social is that of a man between 25 and 29 years old who works in the service sector and is enrolled under the General Social Security System.

By economic sector, as every year, the most representative was services with 81.44%. In workers over 30 it was 74.71%, which highlights its importance in this group. (Table 5, Appendix I).

**Two-tiered training.** The human capital of the Spanish educational system is two-tiered: it consists of either highly skilled (with high intellectual capital) or very low-skilled labour. There is a decided lack of basic vocational school graduates. This duality is reinforced by unequal access to information networks and opportunities in the education system that can facilitate quality employment.

**Legal framework favourable to short-term employment.** Successive labour reforms have generated various options for short-term contracts that businesses use most as ways to make changes in their workforce. Added to this is the lack of suitable regulation, which has made it possible to develop models of hidden underground employment (workers disguised as student interns or “false self-employed”) that hinder the transformation of the productive model and make it impossible for Spanish youth to have equal access to the job market.

**Production pattern of low productivity focused on the service sector.** The Spanish productive structure is intensely based on low-productivity sectors such as construction and some branches of the service sector. What is worrisome is no longer the growth of the service sector, which is common to many western economies in the globalised world, but rather that service sector employment has largely focused on activities with low added value and is sometimes unfortunately accompanied by labour relations that can constrain the quality of employment.

In our workforce, labour is all too often hired for low-skilled jobs, jobs that are easily replaceable and low-cost, although the job itself is in many cases carried out by people with greater professional competence who end up carrying out higher-skilled tasks while working at their job. In this area, temporariness and turnover help companies make cyclical adjustment, and ultimately become mechanisms for business adjustment, since workers hired under these conditions may be easily made redundant in a highly segmented job market, and that labour can often be replaced by another worker whenever the economy improves. Therefore, the situation is characterised by:

- Generalised short-term employment, especially in low-skilled jobs. Even some companies in high-productivity sectors also take advantage of short-term contracts and turnover to make cyclical adjustments, turning temporary employment into a business adjustment variable.

- The misuse or fraudulent use of temporary contracts and large numbers of low-skilled jobs our regulations typify as causal are all circumstances that weaken our labour market. They provide little quality to our labour relations, are unfair and frustrating for workers, and therefore make our economic system more unproductive and weaken our social cohesion.
- Over-qualification: because there are no mid-range offers for vocational and technical training, these jobs are therefore taken by university graduates. This is largely due to a noticeable lack of technical workers with suitable professional skills, particularly in the case of young women, to ensure well-developed and accepted vocational training.

**Household, family and care-giving responsibilities.** According to the latest data from the Time Use Survey<sup>2</sup> done by the Spanish National Statistics Institute (INE, as per its Spanish acronym), women generally spend more time taking care of the home and the family than men do. Most leaves of absence, whether to take care of relatives or take care of children, are taken by women. This unequal distribution of domestic and care-giving responsibilities constrains women's progress in the labour market, thus making it an essential factor to combat as a step toward giving women equal access to better quality jobs, improving their working conditions, and eliminating both horizontal and vertical segregation as well as the gender wage gap that exists today.

## 02.2 Current youth employment situation

**General characteristics of youth employment: precariousness and low pay.** Precariousness and low pay are the widespread characteristics of youth employment today within the two-tiered structure of the labour market that has characterized our country since the 1990s.

There are fewer young people up to the age of 29 with jobs, down proportionally from 23.9% in the first quarter of 2007 to 13.4% in the first quarter of 2018, although their presence in unemployment has also dropped, from 38.4% in 2007 to 33% in 2018 (source: INE EAPS).

After peaking at more than 56%, the youth unemployment rate has continued to fall to 33% in the third quarter of 2018 (25.2% if all young people aged 16-29 are included). However, in this same quarter the rate of temporariness among people under 30 years of age reached 57% (55.7% among men, 58.5% among women), a figure that reflects the level of precarious employment in this age group. According to the Spanish Public Employment Service statistics, open-ended (i.e., with no set end date) contracts were roughly 8% of the total number of contracts entered into with young people in 2017, with the turnover rate (i.e., the ratio of registered contracts and persons hired) among young people standing at 2.89, slightly higher than the general average of the total number of contracts overall, which was 2.88.

According to the ILO report *Social Perspectives on Employment in the World: Young People*, about 60% of part-time youth employment in Spain is involuntary. When part-time work is not what the worker wants, the job then becomes precarious, for fewer hours and less pay. People under 25 are the group with the lowest pay with respect to the rest of the population.

The wage gap is 50%. In other words, young people earn half the salary of older people, in addition to young people having the worst contract conditions. Thus, compared with the average of 11,568 euros per year received by people under 25, those over 55 are paid almost twice as much, at 21,621 euros. A young man's monthly take-home salary is 898.35 euros. Basically, the existing social and labour conditions (high youth unemployment rate, precarious jobs and low wages) are what determine when young people can leave the parental home and start building a solid life for themselves in the medium and long term, both of which require stability and sufficient income.

2. The data belong to the latest Time Use Survey published by INE in 2010.

In addition to temporary or short-term jobs, young people have found themselves in other precarious situations in recent years, for example working as interns or as “false self-employed”, especially the people integrated in the booming forms of the “sharing economy”.

According to data from the EAPS for the third quarter of 2018, of the total population between 16 and 29 years of age, 38.97% have no high school degree (including illiterates, incomplete primary education, primary education and only the first stage of secondary education and similar); in this group **22.15%** of the young population are men and **16.82%** are women. Their scanty education and their lack of strategic skills make them the most poorly prepared group to join the information and knowledge society.

Young people who have completed the last two years of high school account for **24.44%**. Those who have completed the last two years of college-bound or vocational-oriented secondary education, including post-secondary non-higher education, account for 9.96% of the total. In higher education this group of people under 30 years old is **26.63%**.

It is necessary to take into account the young economically active population, which represents 16.20% of the total workforce and whose economic activity rate is **56.24%** of this group.

In relation to the total workforce, by educational level, the percentage young people who have dropped out of Compulsory Secondary Education is **32.83%**, those who have not completed the last two years of Secondary Education represent **15.17%**. Those who have completed the last two years of secondary education in the vocational track is **14.10%**, and in Higher Education there are **37.90%**.



**Of the total number of unemployed people**, those under 30 years of age represent 28.1% distributed as follows. The young people who have not finished their two years of compulsory secondary education is 45.44% of the total youth population, a very high figure due to their difficulty in getting a job because of their low level of education and training. It should also be taken into account the high percentage of unemployment in Higher Education, both university and higher vocational education, at 25.95%. This may be due to the difficulty in getting a job due to a lack of professional experience.

Young people who have completed the second stage (i.e., the last two years) of general secondary education have an unemployment rate of **17.14%** over the group of unemployed young people and those who have studied the second stage of secondary education on the vocational track (including post-secondary non-higher education) have an unemployment rate of **11.46%** over the group.

In addition, with regard to the educational level, using data from 2017, 10.37% of unemployed young people have a university degree (Associate’s Degree or higher). This percentage was lower than in previous years, but has increased relatively, since in 2009 the figure was 8.86%. The inter-annual variation has also been positive, i.e., the number of job seekers in each level decreased.

By gender, men have the lowest levels of schooling. In contrast, the higher the unemployed person’s qualifications, the greater the number of women (reaching 74.10% in the case of vocational secondary education graduates), a trend that is constantly repeated.

In comparison with other groups of interest for employment, it can be observed that 6.53% of unemployed people over the age of 45 have a university degree or higher, foreigners 2.73% and disabled persons 4.67%.

10.43% of the contracts signed in 2017 were with young people with a university degree. This percentage was lower than in previous years, but has increased relatively, as in 2009 the value was only 8.86%. Contracts concluded with young people who had completed vocational training at medium or higher level kept similar levels of proportionality as in previous years, representing 16.12%.

At all training levels, the volume of contracts increased with respect to the previous year, except for university students, which is offset by the increase in Bologna degree contracts due to the higher number of graduates in the new degrees. Again this year, at the lowest education levels, most are men, whereas the higher the qualification, the greater the number of women.

Situation of young women (Source: Ombudsman, 2017). Chief among the main elements associated with the vulnerability of their situation are the following:

- Maintenance of structural factors of a social or labour kind:
  - Social barrier (dedication to family care).
  - Glass ceiling and salary gap.
  - Treatment with respect to maternity (beforehand, while pregnant, afterwards).
- Very deficient education in STEM training among women. Less adaptation to the profiles of the new technological employment niches.

Other groups especially at risk of social and labour exclusion: migrants, people with disabilities, minorities (such as gypsies), young people who were wards of the state, homeless young people, long-term unemployed young people, people in rural areas, among others. These groups need to be studied to find out their specific needs and the strategies and labour measures that can be implemented to help them.

## 03

# Objectives

The objectives of this Employment Plan aimed at young people are as follows:

1. To establish a framework for high-quality employment and dignity at work.
2. To make young people take charge of their process of labour integration and qualification.
3. To increase the qualification and labour integration of young people, providing them with more professional competences, overcoming the technological divide and segregation both in the choosing their training paths and in the job market.
4. To work towards developing a new economic model based on social sustainability, productivity and added value.

5. To give an adequate and individualised assistance by providing the Public Employment Services with the means and resources.
6. To eliminate horizontal segregation and the gender pay gap, for which it is necessary to develop specific training in equal opportunities between women and men in order to eliminate gender biases.
7. To combat discouragement among young people who do not seek employment because they believe they will not find it.
8. To pay special attention to particularly vulnerable groups (migrants, the long-term unemployed, school drop-outs, people with disabilities, etc.).

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



- **Lower the youth unemployment rate to 23.5%** for men and women (33% in the third quarter of 2018) during the three years of the Plan, reducing the number of unemployed young people under the age of 25 by 168,000.
- **Increase the economic activity rate to 73.5%** for young people aged between 20 and 29 (reaching 58.73% by the third quarter of 2018). This increase should be achieved by increasing the male rate by at least one point and the female rate by at least three points.
- **Reduce the current gender gap by 20% between young men and women** in registered unemployment figures. By October 2018, this gap stood at 45,500 among people under the age of 30.
- **Increase the number of indefinite contracts with young people by 15% each year**, reaching 2,900,000 indefinite contracts during the three years the Plan is in force.
- **Ensure that at least 43% (100,000)** of young people registered as unemployed and who do not have a degree in Compulsory Secondary Education acquire key competences in Language and Mathematics through training programmes.
- **Train at least 30% (80,000)** of young people in language skills.
- **Ensure that at least 225,000 young people are trained in digital skills, 75% in basic skills and 25% in higher skills**, which represent 40% and 38% respectively of the young population under 30.
- **Train 25% (40,000) of young people in skills in strategic sectors** (25% of the group of young people with higher education and vocational training).

# 04

## Guiding principles

The guiding principles underpinning this Action Plan for Youth Employment :

1. Promote and update Vocational Training by offering technical profiles that meet the market's needs for professional skills and overcoming digital barriers while also encouraging the incorporation of young women into these profiles.
2. Combat dropping out of school and other educational levels by promoting training in skills, in collaboration with educational administrations.
3. Guarantee real and effective equality in treatment and opportunities between women and men and for any other circumstance of a personal or social nature.
4. Promote actions to achieve a labour market that offers rights, stability and job promotion, that eliminates inequalities between women and men and that also contributes to halting the depopulation of demographically threatened territories.
5. Guarantee individualized assistance and accompaniment at the Public Employment Services by developing and consolidating a network of specialists responsible for orientation and placement that links tools, programs and support measures for it, providing a one-stop shop with different institutions and with training in equality between women and men.
6. Generate policies for segments of young people with special placement difficulties through personalised tutoring in groups, and providing care services for people who have family responsibilities.
7. Promote the legal and physical safety of the working environment.
8. Promote self-employment and entrepreneurship as a labour alternative.
9. Place Spain within the countries with competitive employment offers that include it within the qualified mobility (in the emigration-immigration circuit), as well as to contribute to the return of young emigrants who left our country because they could not make a career for themselves in Spain.
10. Improve the management of the National Youth Guarantee System (NYGS).
11. Encourage and promote collaboration between social actors, the Autonomous Communities and other institutions, especially in the field of employment, education and social services.
12. Promote collaboration between the different public bodies with competences in the field of employment and the universities, providing high quality information points to improve the professional placement of university graduates, with special attention to their specific problems such as underemployment.





# 05

## Axes

The following axes combine perfectly for young people depending on their profile, training and work characteristics. The placement policies for young people are comprehensive in nature so as to be effective. The Plan aims to articulate useful policies for young people; bearing this in mind, actions must be carried out that combine different measures and that address the individuality of the different groups of young people, as they are obviously not a uniform group. The greater the vulnerability of the group, the more different measures the career paths must have.

In order to achieve the aforementioned objectives and with this comprehensive, systematic perspective of the measures contemplated, the Action Plan for Youth Employment is articulated along six axes in keeping with Article 10 of Royal Legislative Decree 3/2015, of 23 October, approving the revised text of the Employment Act, and the Spanish Activation Strategy for Employment 2017-2020, approved by Royal Decree 1032/2017, of 15 December. The six axes are as follows:

**Axis 1: Orientation.**

**Axis 2: Education and Training.**

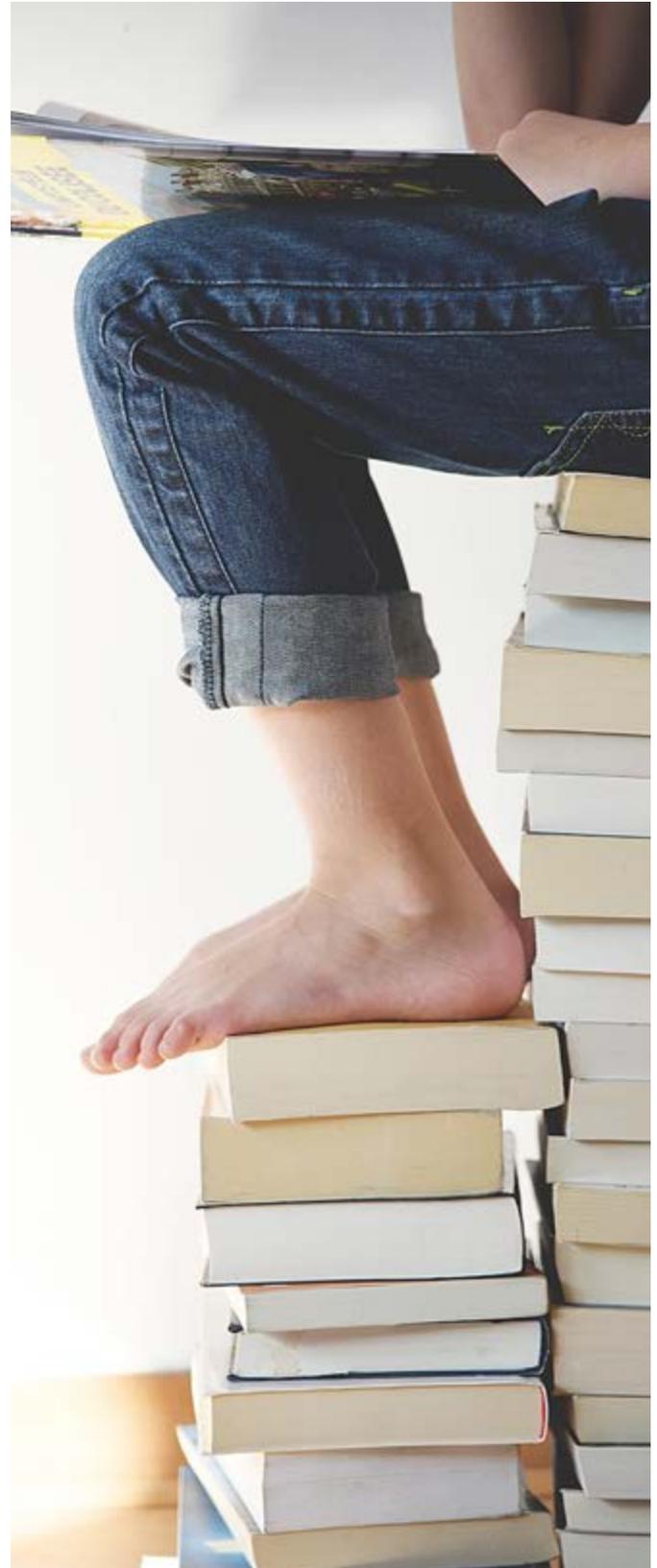
**Axis 3: Employment opportunities.**

**Axis 4: Equal access to employment.**

**Axis 5: Entrepreneurship.**

**Axis 6: Improvement of the institutional framework.**

In keeping with their strategic objectives, they define the areas of action considered to be priorities for the next three years: recovering high quality jobs, combating the gender gap in employment and reducing youth unemployment.



## 05.1 Axis 1 - Orientation

Axis 1 encompasses information, professional orientation, motivation, advice, diagnosis and determination of the professional profile and competences, design and management of individual learning road maps or itineraries, job search, labour intermediation and, in short, actions to support the placement of the beneficiaries. Several measures are included that focus on improving employability and improving the possibilities for job placement.

This line is meant to promote active intermediation and the personalisation of services based on the diagnosis and design of individual placement and training itineraries, and comprises the following objectives:

### OBJECTIVE 1: CAREER GUIDANCE AND PERSONALISED ASSISTANCE

The measures to achieve this objective are as follows:

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

Professional guidance, as a preliminary step to labour market insertion, must achieve personalised assistance based on the detection of the needs of the young person and related to other active policies, especially those of professional qualification.

To this end, this Employment Plan makes a firm commitment to the creation of a network of **3,000 technical specialists responsible for orientation** and guidance within the framework of the Public Employment Services (ORIENTAJOVEN Programme), which also includes tasks of job placement and attracting job offers. In addition, this commitment will be complemented by a **network of youth mediators** who will come from young social organisations.

The Public Employment Services must have sufficient means and resources to provide adequate individualised assistance to young people. Therefore, the ORIENTAJOVEN programme, specifically aimed at this group, is aligned with other initiatives such as personalised diagnoses, developing employment and training itineraries, or coordinating the actions of different specialised actors; this whole set of actions must be one of the main dimensions of this Employment Plan.

In order to develop this orientation programme, all personnel responsible for providing work orientation will be given specific training in equal opportunities and the identification and eradication of biases based on gender or any other personal or social circumstance. In addition, there will be spaces for personalised assistance for young participants. These spaces will be equipped with professional specialists in career guidance and will take into account instruments such as the Youth Guarantee that has the Computerised Registry of young people without employment or training, as well as any actions that have been taken with them. The spaces will have technical means that allow administrative



management and access to information as a fundamental tool of support and knowledge of the usefulness and effectiveness of the measures. Ensuring the transparency and knowledge of this information on behalf of all the actors involved is a key element to the success of the programme.

Given the need to endow the Public Employment Service with an increase in staff commensurate with its importance and needs, it is therefore proposed **to appoint 3,000 interim civil servants to the programme for a maximum of 18 months**, duly trained in labour market orientation and placement and with a gender perspective. A significant number of them will provide each young person with individualised assistance and will carry out on-going follow-up of their career path.

Within the framework of the first Sectorial Conference held after the approval of this Plan, agreement will be made as to the professional profile of these 3,000 people and a common training action will be designed at the national level.

Initially, the Public Employment Service will use a temporary programme to finance the appointment or hiring of these people by the Public Employment Services of the Autonomous Communities.

At the end of the temporary programme, the results will be evaluated at the Sectorial Conference. The result of this evaluation will determine whether to continue it up to the legal maximum allowed, to end it or to use the relevant human resources planning instrument for each Autonomous Community to take on personnel on a stable basis.

The frame of reference for carrying out the orientation actions will be as per the **Technical Reference Guide for the development of the protocols of the Common Portfolio of Services of the National Employment System** for this orientation service.

## ACTION 2 DIAGNOSIS AND PERSONALISED PATHWAYS TO EMPLOYMENT

We strongly believe there is a need for a **powerful network of career guidance and placement professionals** as we consider career guidance as a **comprehensive service** to help users **improve their employability**, promote their careers and facilitate their recruitment or orient them towards self-employment throughout their working lives.

The people responsible for guidance and placement under the ORIENTAJOVEN programme will therefore define **personalised road maps or itineraries** for entering the job market, with mediator participation, so as to contribute to a decisive improvement in the employability of young people participating in the programme.

The first step is to carry out an **individualised diagnosis and draw up a profile** in order to identify their skills, their competences, their training and experience, their interests, their family situation and possible career opportunities. This information will be used when making the user's profile and classification by employability.

Subsequently, the **personalised employment itinerary will be** designed jointly with the user as the most appropriate process for their access to employment in accordance with their profile, needs and expectations through technical and statistical criteria, including the main actions proposed and a timetable for implementation, as well as elements of verification and follow-up. For this itinerary to be undertaken, it will be necessary to underwrite and sign a personal employment agreement between the user and the public employment service.

This itinerary must incorporate at least the following items:

- The identification of career alternatives in Spain, the rest of the European Union and internationally.

- The identification of an education and training itinerary by proposing training actions and/or accrediting prior work experience and non-formal education.
- The identification of the active job search actions that the user will be required to carry out.

As long as these itineraries are provided within the framework of the Youth Guarantee, the actions will be collected in the National System.

With regard to **personalised accompaniment in the development of the itinerary** and fulfilling the activity commitment, individual personalised monitoring by a tutor or adviser of the actions the user is carrying out while executing his itinerary, revising and updating it, setting and monitoring the achievement of milestones, stages and obligations, in addition to the activity commitment in the case of users who also receive benefits, and any other advisory, information and support functions that are necessary to facilitate the activation of the user and improve his employability.

Counsellors, Promoters and Mediators shall give them **advice** and additional technical assistance on how to draft their **curriculum vitae**, reflecting their **professional profile** in terms of **professional competencies**, as well as personal information and advice, provision of tools and techniques to help them actively search for jobs, including by online means and through social networks. All this will be done while also taking into account the advice on self-employment and entrepreneurship.

These guidance professionals will be responsible for communicating data and circumstances relating to the **labour market and active employment policies** that may be useful in increasing employment opportunities. They will also advise on education and training available and programmes that facilitate mobility for training and qualification.

They will also be responsible for **providing support for occupational, geographical and functional mobility** through information and advice at the national, European and international level in order to take advantage of job vacancies and suitable situations to which they may have access. For this they will have the information and means available through the EURES network and the National Youth Guarantee System.



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

In addition, in order to take on the problems of the segments of young people at risk of educational or labour exclusion, due to social or territorial causes, actions are required that integrate social, family, educational and labour aspects and that take place in a neutral environment. To this end, support will be provided by the SIJ-INJUVE network Programme, which offers suitable spaces for working with these young people, spread across the country. In these spaces, at the local level, specialised professionals (such as graduates in education or social work) will provide educational support and offer

personalised pathways back to school or, where appropriate, vocational training and incorporation into the labour market, with public and private local itineraries. These offers and itineraries will pay attention to the specific needs of young people with care-giving responsibilities.

Assistance from the SIJ Network offices will take into account the opportunities presented in the different sources of information such as the aforementioned National Youth Guarantee System, the EMPLEATE

job portal and others.

**These SIJ-INJUVE regional offices will work in cooperation with the Public Employment Services and local employment agencies, establishing channels of cooperation with the counsellors hired for the ORIENTAJOVEN programme** in order to constitute one-stop-shop actions in the centralisation of information and processes of access to the resources and aid that the administrations contemplate for young people at risk of exclusion.

To help young people gain access to the services and programmes offered by the National Employment System, the Spanish Youth Institute (hereafter, INJUVE, as per its Spanish acronym) and the State

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

Employment Public Service will support the SIJ-INJUVE network by providing it with **110 youth mediators**, coordinated with the Regional Public Employment Services, and with the participation of agencies, youth associations, youth unions, migrant and neighbourhood associations, consumer associations and other youth organisations. These mediators By participating where young people meet and debate and using all feasible means of communication, these mediators will reach out to young people in order to publicise the services offered by the Public Employment Services and other agencies in the labour market and specifically the measures laid

out in this Action Plan for Youth Employment. To this end, INJUVE will work together with the Public Employment Services and said entities and associations in coordinating and scheduling all the activities.

**ACTION 5**  
SUPPORT IN  
PROSPECTORS

**Recruitment is different from career orientation. Its purpose is to get closer to the spaces in which young people find themselves in order to reach the greatest possible number of people**, especially those who are in a situation of greatest risk of social exclusion, and, consequently, farther away from training, employment and the pathways that lead to it. The task of getting these young people into programmes such as the National Youth Guarantee System requires identifying a group that is usually hard to access and locate. Another fundamental facet of recruiters is their knowledge of the general

business fabric, particularly locally, and of companies' staffing and hiring needs, advising them on this matter when required and informing them of the potential and advantages of taking on young people into their companies through steady contracts and with prospects of professional advancement.

The recruiters' work in the area of information and advice can be especially important for projects in rural areas as well as for young people to find career opportunities in the labour market in their own province or region. Therefore, recruitment plans will be developed that take into account regional perspectives of employment.

For university graduates, recruitment will be supported in the educational field in collaboration with the Universities and University Employment Services in order to achieve a better match between the supply and demand of jobs.

**ACTION 6**  
COMPREHENSIVE  
GUIDANCE FOR YOUNG  
MIGRANTS

The Public Employment Service will work with migrant associations to set up a network of advice and information for migrants whether self-employed or under contract in order to raise awareness of the benefits of vocational training and to inform them of measures for youth employment and the job market situation, encouraging young migrants to get involved in the actions being carried out.

The 3,000 counsellors will be duly trained in equal treatment and

equal opportunities for all personal and/or social circumstances, regardless of nationality and origin. They will pay special attention to young migrants. All the organisations and associations that receive subsidies for projects for assisting the migrant population or young people in general, whether from the National Government, the Autonomous Regions or the local authorities, will pledge to bring young migrants closer to public employment services. Within the framework of the Reform Programmes and the Annual Employment Policy Plans, with the participation of the IS, active employment policies aimed at the migrant population will be established, with special attention to young migrants.

This programme will be based on the KAUSA<sup>3</sup> programme in Germany.

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

The Public Employment Service will collaborate actively with the host Autonomous Communities on receiving unaccompanied young migrant minors in all aspects regarding career guidance, training and job placement in order to promote their employability and facilitate their social and labour integration. In particular, **this programme will be aimed at young people who are in Autonomous Communities that have taken in a greater number of unaccompanied foreign minors**. It will take a comprehensive approach and monitor all the actions carried out. Likewise, coordination will also be established with any offers the educational system can make at the municipal level through its network of Mentor Classrooms for adults.

**ACTION 8**  
COLLABORATING WITH THE SPANISH FEDERATION OF MUNICIPALITIES AND PROVINCES

In order to help all young people have access to these personalised care spaces regardless of their place of residence, the Ministry of Labour, Migration and Social Security and the Spanish Federation of Municipalities and Provinces will promote the signing of a **Convention or Framework Agreement** to which Local Bodies may adhere so that young people can use local employment services for these actions. The competent Autonomous Communities shall participate in these Conventions or Framework Agreements.

## OBJECTIVE 2: RELATIONSHIP WITH LABOUR MARKET STAKEHOLDERS

The measures to achieve this objective are:

**ACTION 9**  
COLLABORATING WITH UNIVERSITIES AND CIPEs

Collaboration with Universities and Employment Information and Promotion Centres ((hereafter, CIPEs, as per its Spanish acronym) will be supported in the educational field, as well as with educational system counsellors to help these objectives to be achieved.

To this end, **coordination mechanisms and channels of collaboration with the Public Employment Service will be articulated for an comprehensive functioning, with the Universities and CIPEs having centralised points of information** and assistance on the job market and the development of professional practices, as well as attention to job offers; for this purpose, resources of these centres will be pooled with the Public Employment Service, articulated as deemed most appropriate for their collaboration.

Similarly, **lines of collaboration and support will be established by the Public Employment Services, as is already the case in some Autonomous Communities, with the Higher Sports Council in its Athlete Assistance Programme (AAP) aimed at High Level Athletes (HLA)**, in collaboration with the Spanish Association of Sociologists and Political Scientists.

3. <https://www.kausa-delmenhorst.de/>

AAP **provides individualised**, face-to-face and online assistance, offering HLAs information, advice, guidance, intermediation and management of all the resources they may need to help their professional transition at the end of their sports-playing career. To this end, there is a network of tutors-consultants assigned to the athletes who analyse their training and professional itinerary together with them, diagnosing and detecting their needs and collecting and integrating the existing resources in terms of training and work. Likewise, these tutors-consultants can also carry out mediation work with the various different actors help them achieve a balance between their sports activity and career preparation activities.

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

The **Public Employment Service will establish appropriate procedures and channels for participating with the Social Services of each Autonomous Community** in order to help all young people, especially ones with special difficulties in getting a job, to access these areas of personalised assistance. To this end, the single points of assistance to be agreed between the employment services and social services will be determined, guaranteeing the traceability of the information and the technical content of the orientation to be developed that is established between the two services.

The actions and methodology in the orientation to be carried out by the Public Employment Services will be performed within the framework of the technical guide of protocols of the Common Portfolio of Services of the National Employment System.

**ACTION 11**  
EMPLOYMENT  
LAUNCHPADS

These are projects that are increasingly being undertaken successfully in some Autonomous Communities. They seek to increase the likelihood of finding employment for people participating in the project. They are **projects that are carried out through the intervention of a professional trainer or coach, improving self-postulation strategies for recruitment by third parties or joining collectively with other unemployed people to find individual or collective employment, or creating small businesses** for self-employment. Young people figure prominently in these initiatives.

This innovative initiative is based on engaging the participation of teams of people who are unemployed, dynamic and committed to getting a job under the coordination of the coach. The job launchers operate under auspices of the Public Employment Services and bear a significant aspect of solidarity. They also feature a major reinforcement of the participants' competences, generating collective knowledge for achieving a common goal, which is none other than to get a quality job.

As per the projects underway in the Autonomous Communities, the coordinator is usually also an unemployed person. His or her central task is to accompany the participants on a daily basis, identifying and attending to their requests and needs, conveying the participant's goals to the social and business environment in order to provide them with tools, resources as per their personal goal. Since the participants are also unemployed people, they sign a commitment to participate and, in case of placement, continue to collaborate with the launcher, transmitting their experiences and supporting the process of improving the employability of other teammates. In appropriate cases, it is possible to use the registry of the National Youth Guarantee System both for information on young people and for the care deemed appropriate. Therefore, these are models of social commitment to unemployment and participation with the institutional support of the Public Employment Services.

The Public Employment Services will foster good practices in this programme by any Autonomous Communities that promote it in order to learn about and improve on the management of this programme throughout the region.



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

At the local level, as a space for active and collective participation in the job search process, these programmes of orientation, guidance and personalised assistance must be developed and extended. To this end, the Public Employment Services will promote **meetings and communications through good practice actions** linked to the execution of successful programmes in some of the Autonomous Communities.

Local Bodies can become privileged collaborating actors of the Public Employment Services in matters of Professional Guidance, through the different mechanisms and programmes established in the Common Portfolio of Services, individually or jointly.

For the purpose of giving a legal basis to the local dimension of employment contemplated in article 4 of Royal Legislative Decree 3/2015, of 23 October, approving the revised text of the Employment Law, the Public Employment Services will develop collaboration agreements with Local Entities with the aim of promoting actions in the area of professional orientation and guidance and information with young people resident in those municipalities subject to this collaboration. These agreements may be made within the framework of the agreements entered into with the Spanish Federation of Municipalities and Provinces referred to in measure 8.

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

The network of **3,000 technical specialists responsible for orientation** and recruitment at public employment services and the **110 mediators of the SIJ-INJUVE Network** will provide positive synergies with professionals from other institutions to **achieve a one-stop-shop effect** regardless of which organisation young people turn to.

This ORIENTAJOVEN programme focuses on the achievement of an **integrated vocational guidance system for young people**, which will be composed of:

1. Public Employment Services: Counsellors and Recruiters.
2. In the educational field: Universities and Employment Information and Promotion Centres (CIPEs), Educational Guidance Counsellors.
3. SIJ-INJUVE Territorial Offices: Career Guidance Counsellors and Informers.
4. 110 mediators in the SIJ-INJUVE Network.
5. Social services of the Autonomous Communities.
6. Local agencies.
7. Organisations providing orientation: Social actors, NGOs, etc.

**The agencies listed will act in a coordinated manner and by rational criteria in order to avoid overlapping and duplicating the comprehensive care of young people.**

The ORIENTAJOVEN network will take the leading role in this Plan. Accordingly, the development of the measures contemplated in the Plan for young people participating in it will be monitored and followed up in each regional area; this will entail coordinated and integral performance of the Plan and its contents under the one-stop-shop scheme for young people, which is set out below:

### Elements on which the ONE-STOP SHOP for young people should be based:

1. Articulation of the joint Plan with all the measures included in the 2019-2021 Action Plan for Youth Employment, through the technical groups of the National Employment System Common Portfolio of Services and the catalogue of services provided within the framework of the Youth Employment Operational Plan for young people registered with the National Youth Guarantee System.
2. Joint training for all counsellors, recruiters and labour, educational, and social mediators and those from other institutions.
3. Periodic monitoring of actions and achievements.
4. Coordination and evaluation to avoid overlaps and duplication of assistance.
5. Assessment of young people's satisfaction, achievement of objectives and rethinking of measures.
6. Identification and dissemination of good practices for implementing them within the framework of this Plan.
7. Provision of mechanisms for sharing and exchange of information accessible to all participants (NYGS and others).

## 5.2. Axis 2 - Training

This line of action includes vocational education actions for employment aimed at apprenticeship, training, requalification or retraining, as well as dual and alternating education with work activity for the beneficiaries to acquire skills or improve their professional experience in order to increase their qualification and facilitate their entry into the labour market. This Line pursues two basic objectives:

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

To improve young people's professional skills by means of a more effective redesign of training actions, their reprogramming should focus on temporarily extending the educational-professional cycle, by making it compulsory for children under 20 to participate in a pre-work cycle that will not affect those who are continuing within the framework of the education system. To this end, close collaboration will be established with the Ministry of Education and Vocational Training to identify training needs and adapt training itineraries as to content and duration.



After this pre-work cycle, young people will be encouraged to achieve the basic knowledge and skills they need for their professional development through two years of work experience in an occupation related to the speciality in which they have been trained. It would start off with an internship period to gain professional experience supervised by experts from the labour and/or educational administration, coordinated with mentors made available by the companies in the work centres and then a second period with a standard contract in a conventional company and with professional support from the public systems for their full integration.

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

The objective of qualification is a priority as the scenario of more and better opportunities to get quality jobs is increasingly determined by the candidate's qualification. In order to achieve the proposed objectives, the following measures are determined as programmes (many of which come from ground-breaking initiatives in the Autonomous Communities), which shall be promoted and developed with all their potential in this Plan for young people.

In order to increase the qualification of young people, an open offer will be carried out throughout the year in professional training for obtaining professional certifications, with one-year or multi-year programs depending on the specialties and their need over time. An open programme, present in all major cities and labour regions, on an appropriate scale, providing access to professional certifications and their accreditation at all levels, combating occupational segregation and adapting it to the most frequently contracted jobs, which in the two years prior to the programme represent a minimum of 60% of job contracts in that region.



The measures to achieve this objective would be:

### ACTION 13 KEY COMPETENCES TRAINING PROGRAMMES

These programmes are aimed at facilitating the acquisition of at least the key competences of linguistic communication and mathematical competence for young people who dropped out of school early but who now need those skills in order to be able to access the training aimed at obtaining the professional certifications for levels 2 and 3.

It is also important to note that the competent educational administrations allocate their own resources to the recognition and accreditation of key competences in their field of intervention, such as linguistic communication, mathematical competence and basic competences in science and technology, digital competence, learning to learn, social and civic competences, sense of initiative and entrepreneurship, and cultural awareness and expressions. These key competences are set out in Order

ECD/65/2015 of 21 January, which describes the relationships between competences, contents and evaluation criteria for primary education, compulsory secondary education and the baccalaureate.

**Cooperation between labour and educational administrations will be established** to launch a programme for the acquisition of key competences aimed at young people who do not meet the requirements for access to training aimed at obtaining level 2 and 3 professional certifications.

In addition, in cases where the certificate of professionalism includes training modules of competence in a foreign language, training programmes of key competences in foreign languages will be contemplated.

The Spanish Public Employment Service has established key competences (Spanish language, mathematics and foreign languages) in the European framework of the “Recommendation on key competences for lifelong learning” (2006). For these key competences, the Spanish Public Employment Service has established training programmes based on learning outcomes, which are included in the Catalogue of Training Specialities used by all Public Employment Services to establish their publicly funded training courses.

These courses include training in key skills through training actions that can be carried out face-to-face or by distance learning.

These competencies will be certified by the competent labour administration in accordance with the provisions of Order ESS/1897/2013, of 10 October, implementing Royal Decree 34/2008, of 18 January, regulating professional certifications and royal decrees establishing professional certifications dictated in their application.

In addition, Royal Decree 694/2017, of 3 July, implementing Law 30/2015, of 9 September, which regulates the Vocational Training System for Employment in the workplace and to facilitate access to training in key competences, introduced the possibility for this training to be carried out through private initiatives not financed by public funds.

Furthermore, the Public Employment Services issue calls for evaluation of key competences that people have acquired by other means, so that once they have passed the corresponding tests, the competent labour administration issues this certification of key competence, as stated in Order ESS/1897/2013 of 10 October.

The key competences that young people can acquire are the following:

- Communication in the Spanish Language (level 2 and level 3).
- Mathematical competence (level 2 and level 3).
- Communication in foreign languages (level 2 and level 3).

In this European framework on key competences for lifelong learning, common contents that can be homologated in the training programmes developed by the Public Employment Services will be promoted with special intensity, in such a way that in the three years of duration of this Plan, **the young people registered as unemployed who need it will take training programs to acquire the competences in the Spanish language, communication in a foreign language and mathematical competence so as to enhance their employability and lifelong learning.**

Similarly, actions similar to ones already implemented in experimentally in some Autonomous Communities will be taken to bring training in key skills to sparsely populated areas where training for employment is hard to come by, as a means for young residents in such areas to enjoy the same opportunities as those who live in areas where the training supply is extensive.

## ACTION 14 DIGITAL COMPETENCES TRAINING PROGRAMMES

These programmes are aimed at addressing the new needs arising from the process of technological, digital and productive changes.

More and more jobs are being created that are linked to the emergence of new technologies and the increasing automation of the economy. This is a change that is transforming our lifestyle and the way we relate to each other, but also the production processes, the way we consume and, therefore, the dynamics of the labour market itself.

Artificial intelligence, robotics, virtual reality, the management and storage of data outside of physical spaces, mobile applications, social networks and online commerce are already part of our present; indeed, their influence is likely to intensify even more in the future. This transformation will bring about new jobs that do not exist today, making it likely that jobs will be created in the medium and long term.

**In the case of Spain, the Spanish for Internet Analysis and Economic Development Observatory (ADEI, as per its Spanish acronym) estimates that 3.2 million jobs linked to digitisation will arise by 2030 along with another 600,000 jobs with a high human component – ones not very likely to be replaced by machines. History shows us that technological advances have a very beneficial impact both on the economy in general and on the labour market in particular.**

According to various studies, this change has already resulted in the appearance of new jobs over the last five years, from digital marketing specialists and social network administrators to Big Data analysts or designers and developers of mobile applications, among other professions linked to the virtual world. The Internet of things, 3D printing, biotechnology, self-driving cars, drones, domotics, urban agriculture, digital education, artificial organs and the extension and implementation of new online services are all areas of foreseeable job creation. The Public Employment Services must develop actions and lines of work in the central line of career training to prepare for these changes and focus many if not most of their actions on them.

The aim is to stay abreast of the training needs for worker qualification, in line with the needs of sectors and companies arising from the processes of technological change that are taking place while also avoiding any new digital divides from hindering the overcoming of the gaps already existent. Accordingly, the participation of young people in the programmes developed in this field will be a priority, with special assistance to women and young people most at risk of suffering from these digital divides.

For the programme to succeed, it is essential to work in a coordinated and cooperative manner among the various competent administrations in the field of professional training and with different agencies of the General State Administration.

Each productive sector shows a different degree of adaptation and technological change, but all of them are immersed in these processes and, therefore, the training actions must be directed to a wide range of workers and companies, and of course particularly with the participation of young people.

Training programmes must be able to carry out both basic and advanced training, as well as implementing new technological tools, which also provide a new opportunity in terms of vocational training for employment to reach everyone targeted by these programmes in a much broader way, bearing in mind the importance of both the sectorial nature of the actions and their regional coverage.

Furthermore, a framework for digital competency (similar to DIGCOMP) can be established along with accreditation processes to allow these competences to be added to the professional profiles derived from the job applicant management tool.

Digital skills will be acquired or improved through specific training actions (vocational specialities that are linked to professional certificates as well as ones that are not) and through “ad hoc” training

modalities, such as remote training. Other specialities correspond to the basic (basic user) and advanced (independent/competent user) digital competences of the European Digital Competence Framework.



This European Framework on digital competences for lifelong learning will be particularly energetic in promoting common contents that can be homologated in the training programmes developed by the Public Employment Services. This way, in the three years of this Plan, **young people registered as unemployed who need it will take enrol in training programs to gain the digital competences they need to increase their professional qualification.**

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

Knowledge of foreign languages is essential as an element for young people to enhance their employability in the internal market and to encourage and promote fair mobility for study or work, which will likewise reinforce the employability of young people.

Particular importance must be given to programmes aimed at acquiring or improving young people's foreign language skills, especially in the English language,.

In order to respond to the needs in this area, the State Employment Service's Catalogue of Training Specialities now includes courses in English, French and German at levels A1 to C1 of the Common European Framework of Reference for Languages.

The aim of these programmes is to provide learners with language training and learning to enable them to take official accreditation tests for the levels in said Framework.

In this European Framework of competences in languages for lifelong learning, **common contents that can be homologated in the training programmes run by the Public Employment Services will be promoted with special intensity** in such a way that in the three years of duration of this Plan, young people registered as unemployed who need it will acquire the foreign language competences that will allow them to enhance their professional qualifications and, therefore, their employability.

#### ACTION 16 QUALIFICATION- ORIENTED TRAINING PROGRAMMES IN STRATEGIC SECTORS

Technological changes, new productive sectors, the commitment to fair energy and ecological transitions bring the Youth Employment Plan to contemplate the acquisition of new skills aimed at qualification and requalification towards those new strategic sectors.

It is essential to work together with the Ministry of Education and Vocational Training from early on to detect what the labour market increasingly needs and to transfer them to the course offerings in education and vocational training for employment. This process will require the participation of the social partners, the Observatory of Occupations of the Spanish Public Employment Service, the Observatory of Qualifications of the National Institute of Qualifications (INCUAL, as per its Spanish acronym), the National Reference Centres and other organisms that study

new occupations, the university world, the world of research and the more cutting-edge companies with greater presence in the new framework of competences entering our job market. Therefore, in order to adapt the supply of vocational training to the current and near future needs of the labour market, it is essential to detect any inefficiency that, if left unchecked, may hinder companies from being able to cover certain job vacancies. In fact, this is already happening in some sectors, as there are no workers with the required skills. Using studies from the Observatory of Occupations and other sectorial studies of interest will be essential to detecting such items so as to carry out actions between administrations, companies and social partners in order to plan a supply of training choices that best reflects reality. Given the low presence of women in these sectors, their participation will be specifically encouraged.

In addition, the **strategies addressed by the Government in the area of ecological transition and promoting new emerging or innovative sectors will include vocational training actions for young people** to participate in such plans.

Collaboration between institutions and universities will also be promoted in making use of public employment data to be able to analyse the labour market and emerging trends in the field of professional qualifications.

#### ACTION 17 TRAINING PROGRAMMES AIMED AT AGRICULTURAL QUALIFICATION AND LOCAL DEVELOPMENT

Young people who want to keep living in their villages and find agricultural and fishing work appealing need support in obtaining their qualification, which in turn will lead to improvements in farming and fishing productivity, greater employability, greater security in farming, helping the population remain in the countryside, attracting young people to rural areas and ultimately providing greater and better employability in farming and fishing and progress in the fight against the depopulation of Spain.

Complementary industrial or service activities should also be strengthened in order to promote local development and the generation of employment opportunities in local employment markets. In this context, it is also necessary to offer added value to cooperative and associative formulas that share effort and risk, while at the same time facilitating the appearance of new activity in rural areas. Young people can find their space in this combination of elements without having to leave their environment for work reasons.

**As part of the Government's National Strategy to address the demographic challenge, actions will be taken in the area of training for the participation of young people**, thereby contributing to the settlement of population in rural areas, to creating economic activity and jobs in the region using local resources and to keeping a steady population in rural areas. All this will help enhance the image and reputation of rural areas, particularly for women, who are key to maintaining the population in these areas.

Moreover, **lines of cooperation will be developed with the Ministry of Agriculture, Fisheries and Food in relation to the Agri-Food, Forestry sector and Rural Digital Agenda**. One of the objectives of this agenda at the territorial level is use digitalisation to contribute to combating depopulation by encouraging the incorporation of young people and developing new business models.

#### ACTION 18 TRAINING PROGRAMMES WITH COMMITMENT TO HIRING

Training programmes with a commitment to hiring may include different formulas, as is already happening with initiatives of the Regional Public Employment Services. In some cases the Town Councils or other local entities are the ones who provide vocational training associated with a pledge from private companies to hire. In other cases it is the companies themselves who provide the training and subsequently take on the commitment to hire.

Actions of commitments to hiring will be promoted with training

programmes at Universities and at external academic practices.

In short, it is a question of favouring the labour integration of the young people, supporting for it the training that the young person requires to cover the professional profile that the company requests. **Labour integration will be to cover jobs with a commitment to quality**, as currently defined in these programmes, affecting both the percentage of hiring and the type of hiring tending to greater job stability.

**ACTION 19**  
**SECOND-CHANCE**  
**PROGRAMMES WITH**  
**SCHOLARSHIPS**

A significant number of young people who have not successfully completed their studies in Compulsory Secondary Education, mainly ones who are younger and have dropped out of the education system, can benefit from **second-chance programmes** adapted to their learning rhythms and specific needs. The modular organization of the curriculum, the support for specialised teaching centres, as well as initiatives that encourage participation and making use of this new opportunity instead of precarious jobs are some examples of how these programs can be enhanced. Effective collaboration between education and labour administrations should be the starting point.



The types of incentives or scholarships would be associated with the type of training to be followed, distinguishing three main cases:

- Unemployed young people over 18 and under 30 years of age who would like to go back to school and finish their secondary education at specific schools such as adult education centres.
- Unemployed young people who have completed Compulsory Secondary Education, over the age of 18 and under the age of 30, who would like go back to school to attend a Minor or Major Vocational Training Cycle. In the case of return or second chance programmes, this type of scholarship would be aimed at people who, in their first year of the scholarship, had not been enrolled in the educational system in the previous academic year.
- Unemployed young people over 16 and under 30 years of age who would like to acquire professional qualifications by taking part in training actions aimed at obtaining Professional Certifications , as

authorised by the Public Employment Service, or in Vocational Education programs for people over 17 years of age in accordance with the provisions of Article 68.3 of Organic Law 2/2006, on Education, amended by Organic Law 8/2013.

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

Considering the new models of training and job placement for young people, Second Chance Schools have been organised and developed with excellent results around the country. Promoted by the European Commission and with a long trajectory in surrounding countries, they present an innovative perspective in the inclusion of young people based on models and itineraries of labour training in close connection with companies and the job market.

Favouring the development of **Second Chance Schools and the sustainability of this model of pedagogical innovation** for young people's transition to employment is a priority in the implementation of different courses aimed at young people for their return to the job training system.

Therefore, **the good practices and experiences in Autonomous Communities in which they have been developed will be promoted so that they can be extended to other regions that consider it appropriate.** This innovative model of assistance to the most excluded population welcomes young people who have dropped out of school so as to redirect their interests and efforts towards job training, employment-oriented personal skills, favouring their transition processes to living on their own and getting a job thanks to the many alliances established with business sectors.

The incorporation of non-labour internship modules at collaborating companies will be developed for young people who participate in programmes with itineraries of socio-labour integration due to their situation of risk and vulnerability, who complete non-certifiable training courses, in professional sectors as well as to acquire the skills they need to keep a job, within the supply of career training offered by social agencies and public programmes dedicated to the socio-labour integration of the most vulnerable groups of young people.

In these non-labour internships based on occupational training not part of Certificates of Professionalism but highly focused on skills for employment and linked to companies, the process will be tutored by social entities and will be a tool of great impact on the non-formal itineraries for young people to achieve experience that can become a degree through subsequent experience recognition processes as included in the current Plan.

### **ACTION 21** **INTERGENERATIONAL** **TRAINING CHAIN**

The Public Employment Services will promote the "VerA" initiative, taking as a reference its implementation in Germany to avoid training failures, where retired experts accompany young unemployed people for didactic support during their training. Support is also provided for the start of vocational training activities. This is a **programme based on volunteering** and will be disseminated through professional organisations and youth associations alike.

The retired experts will be people who developed qualified technical tasks during their career and who thus have a human capital that they want to share with the unemployed young people.

Therefore, the Public Employment Services may create a census of retired experts to participate in training support programs that require it, providing support and advice to the young person during the training action, rather than by teaching. In each case a support programme will be developed with a calendar of attendance and number of young people per expert.

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

The public employment services will develop **training actions for the care of young unemployed migrants by the staff of employment offices and benefit offices**. This training programme will be carried out in cooperation with the administration's training agencies and immigrant services.

## 05.3 Axis 3 - Employment opportunities

Line 3, job opportunities, includes actions aimed at encouraging the hiring, creation or maintenance of jobs, especially for groups that have greater difficulty in accessing jobs or staying employed, with special consideration for the situation of people with disabilities, people in a situation of social exclusion, people with unshared family responsibilities, victims of terrorism and women victims of gender violence.

Young people suffer precariousness with special intensity, which is why the measures contemplated in the **Master Plan for Decent Work** will have special impact on ensuring compliance with labour regulations so as to prevent fraud and abuse.

This line comprises the following objectives:

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

It is the Government's basic commitment to promote actions in the area of labour contracts to improve labour relations and eradicate precarious situations. For this reason, proposals will be developed that regulate, apply and promote this Employment Plan, proposals that are being dealt with and agreed upon at the Social Dialogue Table with the social partners, especially with regard to measures such as:

**ACTION 23**  
BLENDED EMPLOYMENT AND TRAINING PROGRAMMES

These programmes count firm on **Workshop Schools, Vocational and Trade Schools and Employment Workshops 4.0**, as well as other training programmes in alternation. They promote training that responds to the needs of the market, such as **training in the field of energy efficiency and renewable energies**. This makes it possible to combine formal learning with professional practice in the workplace, and with any family and care responsibilities there may be.

Actions will be promoted within the competences of the the Spanish Public Employment Service and in coordination with the National Heritage to promote the training programmes at workshop schools and vocational workshops in this field.

In addition, the Ministry of Labour, Migration and Social Security, through the Spanish Public Employment Service, has a programme to support Workshop Schools abroad in collaboration with the Spanish Agency for International Development Cooperation (AECID, as per its Spanish acronym) . These Workshop Schools are currently being promoted as a space for professional qualification and employment for young people in Bolivia, Ecuador, the Philippines, Guatemala, Haiti, Panama, Paraguay and Peru. This programme will receive a boost in the next three years.

Finally, contracts for labour training in these programs will once again include unemployment contribution, for which the necessary regulatory modification is underway.

Therefore, the State Employment Public Service will promote collaboration with the Biodiversity Foundation and the Ministry of Ecological Transition in order to create **pilot programs of employment and training schools 4.0** for unemployed young people whose training content will be based on programs of energy efficiency and renewable energy, developing the work activity in the workplaces determined by the Biodiversity Foundation. The training activity and the work will follow the regulations covering Workshop Schools and Trades Houses.

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

The Public Employment Services will promote and support the **Collaboration Agreements between Entities that provide training courses and various different SMEs and MICRO-SMEs** that will sign Training and Apprenticeship contracts with young people. Thus, while young people have a contract in a company, the company has the security of having a training centre that ensures appropriate training for the activity to be developed in SMEs and micro-SMEs. This type of agreement allows several companies to come together that hire only one or two people and ensures a minimum group of learners among them all, so that they receive training tailored to SMEs.

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

The reform of the relief contract will be promoted **in order to ensure that partially retired workers transmit knowledge and skills to the worker hired through the relief contract; therefore**, part of the working day of both will be used for the training of the relief worker by the partial retiree, making both days compatible.

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

To this end, the necessary regulatory developments and modifications must be approved for the contract for training and apprenticeship to become the mechanism for carrying out the practices associated with dual vocational training in the workplace. In addition, it will be **made easier for companies to use and enable greater and better training choices with guaranteed quality** and better working conditions, while allowing a more effective monitoring of the contract. In carrying out dual vocational training a mentoring system must be implemented that ensures the fulfilment of the purpose of the contracts for training and apprenticeship.

**ACTION 27**  
EMPLOYMENT WEBSITE FOR TRAINING CONTRACTS

Similar to an existing initiative in the United Kingdom, **actions will be promoted by the Public Employment Services and will be carried out to have a single common point for the offers of new training and apprenticeship contracts** and for internship contracts arising from the Social Dialogue Bureau. Therefore, the EMPLEATE will create an appendix referring exclusively to new training contracts. This portal will include all offers from public employment services for these contracts and from it they could apply to cover training contracts, using the online database with all vacancies for these jobs offered by employers.



As for how the portal will work, much like the apprenticeship application in the United Kingdom, there will be an account with personal identification and password. The application will be sent out online and an answer will be awaited for the interviews. It will have a specific service that provides help in the search for apprenticeships.



If the applications are unsuccessful, the worker may request that comments be sent asking why he or she was not chosen. A complaint may also be filed if the learner believes that he or she was unsuccessful because he or she was discriminated against or because his or her treatment at the interview or in the application process was unfair.

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

Temporary contracts shall only be used **in accordance with labour regulations, avoiding abusive use of temporary hiring** and establishing more effective control to prevent it, setting limits to the short-term duration of temporary contracts of the same worker with the same employer, thereby encouraging indefinite contracts.

Labour and Social Security Inspectorate (ITSS, as per its Spanish acronym) will also perform actions within the scope of its competence to prevent any irregular use of part-time hiring of young people.

**ACTION 29**  
RECRUITMENT AND  
ENTREPRENEURSHIP  
OPPORTUNITIES FOR  
YOUNG PEOPLE

**The current framework of incentives and support for proper job contracts and entrepreneurship will be evaluated and reviewed. As a result of this evaluation, any that have proved ineffective will be eliminated. Where appropriate, new incentives will be designed that will take into account the results of the prior evaluation, and will be linked to individualised support during hiring as well as to other complementary active policies, particularly ones aimed at young people with greater integration difficulties. Incentives will be limited in time. One year after their introduction, they shall be evaluated and their renewal or elimination shall be explicitly approved in light of the evaluation carried out.**

In any case, the introduction of new incentives for hiring and self-employment will depend on the preparation and prior publication of an evaluation of the set of incentives currently available to this group. This evaluation will provide information on the number of beneficiaries, monthly enrolment, and the extent to which the beneficiaries maintain their job compared to a control group (i.e., a similar group but not receiving any incentives). The results of the evaluation will determine which incentives should be maintained, and the design of the new incentives.

**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

**A SUPPORT AND ACCOMPANIMENT NETWORK** will be created in the job search process. Participating in it will be the Spanish Public Employment Service, Youth Institute, University Employment Services, Social Partners, agencies with competences in youth affairs in the Autonomous Communities and Local Corporations that are integrated in this project and other Institutions or private entities, or of the associative world, that collaborate and contribute added value to the constitution of the Network. The aim is mutual assistance, exchange of information and advice in support of job search processes with young people who the participants have articulated in their fields of action.

The network to accompany young people will help:

- Communication between the different participating organisations.
- Share experiences and good practices.
- Implement results through exchange between actors.
- Advice on processing aid and labour market information, and care-giving services if necessary.
- Exchange of documentation, technical support tools and relevant information.

The Spanish Public Employment Service would be the administrator of the platform as it has the competence to manage the Youth Guarantee and is visible throughout the territory, working in collaboration with the Youth Institute. For this purpose, all resources such as the Observatory of Occupations, the catalogue of Youth Guarantee services, the itineraries already established in the Information System of the Public Employment. Services (SISPE, as per its Spanish acronym), EURES and others could be used.

In relation to the partnership, **pilot projects of Integrated Youth Employment Plans** will be set up by the Public Employment Services, with a report from the Social Partners, **through public-private collaboration, with entities for the purpose of achieving successful results in projects aimed at getting jobs for the groups of young people furthest from the labour market.** These young people will require long accompaniment processes and a comprehensive multidisciplinary approach that also addresses the recipients' pre-work problems, even in the family environment. In other words, the target group will be young people who need intensive and flexible professional support, without which they will not be able to gain access to decent employment on their own.

This public-private collaboration will be carried out with solvent collaborating entities under the following criteria:

- They must be specialised in executing large-scale employment projects with these groups.
- They can prove having sufficient experience.
- They have verifiable results in this field.
- They are sufficiently solvent.

- They have their own proven innovative methodologies.
- They have logistical and management capacity.
- They have robust information systems and processes.
- They have a plan for equality between women and men.
- They are not allowed to subcontract.

The contract conditions shall include selection and award criteria that respond to the above parameters, and prior consultation with social actors is required.

Pilot projects should be of a minimum size of around 300 people and shall be implemented within two years. In addition, projects should establish uniform quality standards for all collaborating entities, as well as minimum services to be provided to all users. The main milestones to be assessed will be the design and implementation of the action plan, the frequency of contacts with users and additions to the labour market, as well as the provision of care-giving services to people in need of them. Placement objectives should be established in regard both to first placements and to other contract periods.

### ACTION 31 STATUTE OF NON- LABOUR PRACTICES

A statute of non-labour practices will be drawn up to integrate and regulate the rights of people in this situation, including any relationships in which someone joins a company or any public or private organisation to acquire practical skills as previously established in their curriculum.

**The purpose of the new regulation is to ensure the educational nature of the internship, with adequate social protection and economic support during its implementation.**

Basic aspects will be established that must be included in the agreement to regulate the relationship between the intern, the training centre and the company or institution where the internship is being carried out, with special attention to the training objectives and the activities to be done.

The Statute of non-labour practices will furthermore regulate the information rights of the Workers' Legal Representatives (WLR), so that they know the learning process and can follow up on the training programme, as well as the role of the Labour and Social Security Inspectorate. This Statute will be drawn up in collaboration with the Ministries that use it, especially with the Ministry of Education and Vocational Training and the Ministry of Science, Innovation and Universities.

This Statute will be negotiated at the Social Dialogue Roundtable, making reference to what is established in other countries, such as France.

### ACTION 32 STRENGTHENED AND SPECIALISED ASSISTANCE FOR PARTICULARLY VULNERABLE YOUNG PEOPLE

There are groups of people, such as young women victims of gender violence, young people with low qualifications, young people who are long-term unemployed, young people at risk of exclusion, young people with disabilities, young migrants and refugees, young people with shared family responsibilities, among others, who require specific, personalised actions to break down existing barriers that prevent effective labour market insertion.

Therefore, programmes will be established to provide support for protected employment in the case of young people at risk of exclusion in placement companies, as well as their transition to

ordinary employment, along with comprehensive support measures for this group and implemented through the Public Employment Services with the support of the Youth Guarantee. Similarly, in the case of young people with functional diversity, both supported employment in Special Employment Centres and the transition to ordinary employment will be supported.

In addition, a system of scholarships or incentives will be set up for young people with family responsibilities or in families with low income levels. This system will facilitate their participation in occupational actions, supervised work experience directed by public systems and the support for ordinary contracts committed to the parameters and obligations of the training programme or of internships supervised by public systems.

### ACTION 33 CIRCULAR ECONOMY PROGRAMMES

The commitment to energy and ecological transitions means that the Plan for Youth Employment includes support for employment projects in strategic sectors and within the framework of the circular economy and environmental sustainability.

Therefore, the **strategies undertaken by the Government in the area of ecological transition, circular economy and sustainability will include actions in support of employment and vocational training for employment**, in order to encourage the participation of young people in such plans.

Moreover, the Public Administrations will continue their line of programmes for financing employment, self-employment and collective entrepreneurship projects to deal with the demographic challenge in municipalities with smaller populations, within the framework of the Youth Employment Operational Programme of the European Social Fund (EMP-POEJ aid).

### ACTION 34 FIRST PROFESSIONAL EXPERIENCE PROGRAMMES

These programs will be developed mainly through **public programs linked to the gaining of work experience related to the professional qualification** of young people but in no case to be deemed a substitute for public employment through a Public Employment Offer. In these programmes, primary assistance will be paid to **collaborating with Local Corporations** and schools offering Vocational Training by the rest of the public administrations, using the channels of administrative collaboration deemed appropriate and, if applicable, gearing the collaboration to specific profiles of young people with special difficulties in finding work.

They will also work with companies committed to helping young people get their first professional experience, and with **programmes for the evaluation and recognition of skills based on work experience** (Royal Decree 1224/2009, of 17 July, on the recognition of professional skills acquired through work experience), the aim of which is to officially evaluate, recognise and accredit professional skills that are meaningful to employment, acquired through work experience or non-formal training pathways, of workers, employed or unemployed, without accredited professional qualifications, for the purpose of obtaining at least a partial accumulable accreditation or being able to complete the corresponding professional qualification and achieve the corresponding certificate of professionalism or professional training title.

In addition, **support measures will be incorporated for the acquisition and recognition of strategic competences** as promoted by INJUVE through the “RECONOCE” system for the recognition of non-formal education for young people.

### ACTION 35 RETURN OF TALENT AND SUPPORT FOR MOBILITY PROGRAMMES

These programmes are aimed **at young people abroad, and incorporate measures to support hiring, self-employment, travel expenses and initial accommodation, as well as the process of accompaniment.** The projects undertaken by the Government to attract talent will include specific comprehensive actions to encourage to young people abroad to return to Spain.

In the area of employment and by the competent administrations, with the participation of the Youth Institute INJUVE and agencies that work with workers who wish to return to Spain, the support networks will be set up to assist return workers, with single points of information, exchange of experiences, information on the resources available at the different administrations and agencies to assist the return, job offers, administrative documentation to enable return and any other information of interest. In this network, the active participation of companies interested in recruiting young talent abroad with quality job offers will be fundamental and their promoters; indeed, in many cases these companies are already expressing interest in hiring workers in this return process. This network will be part of the Government's project to attract workers currently abroad and to seek their return.

This return process does not take age into account for making use of the measures, but simply the condition of young person at the time of departure from Spain.

Likewise, in order to attract and stabilise Teaching and Research Staff (TRS) abroad into the Spanish university system, the senior and junior **Beatriz Galindo fellowships** from the Ministry of Education and Vocational Training and the Ministry of Science, Innovation and Universities will be developed and boosted.

Doctoral and postdoctoral programmes will be encouraged, as well as incentives for creating programmes to promote University/Company networks for the incorporation of university talent.

Moreover, as measures to support mobility and valuable experience for the qualification of young people, **short stays will be developed.** These are grants linked to obtaining financial aid for University Teacher Training and ensure the mobility of our students abroad.

Other actions will be developed by the Public Employment Services within the framework of the **EURES** service (Network of European Employment Services to promote mobility and cooperation for employment and free movement of workers). With the management of the EURES National Coordination Office in Spain, in support of workers, they will provide information and guidance on individual employment opportunities to young people wishing to exercise labour mobility within the European Economic Area (EEA) and the Swiss Confederation. In particular, the following services will be offered:

- General information on living and working conditions in the country of destination.
- Orientation and assistance in relation to obtaining information on the situation in the Member State on matters such as living and working conditions (including general information on social security and taxes), relevant administrative procedures in relation to employment or post-recruitment assistance in general and information on how to obtain such assistance within the EURES network.
- Where appropriate, assistance in the drafting of job applications and CVs to ensure their conformity with European technical standards and formats, as well as assistance in their entry into the EURES portal.
- Where appropriate, considering placement within the Union as part of an individual action plan, or support the development of an individual mobility plan as a means of achieving placement within the Union.



- Where appropriate, refer the worker to another EURES member or partner.

At the worker’s request, EURES members and partners (where appropriate) shall provide supplementary assistance and other additional services, taking the worker’s needs into account.

Financial aid programmes exist that are coordinated and financed by the European Commission and managed by different European countries. The Spanish Public Employment Service , through EURES Spain, is a partner of all of them. These aid programmes for labour mobility in different European countries take the form of financial aid for job interviews, for language courses to improve the employability of users, for starting a new job in another country. Financial aid is also available for expenses incurred in processing validation, homologations or recognition between degrees from different countries and in some cases special aid for people with disabilities and aid to cover expenses in the family milieu.

The amount granted depends on the country where you are going to work. They are tabulated in the calls of the “Your First EURES Job” programmes and in the grants of the ESC “European Solidarity Corps” programme.

Support to participate in these programmes will be provided through the EURES Spain National Coordination Office and EURES Counsellors in every Autonomous Community of Spain.

Finally, mobility is also facilitated by **ARGO and FARO**, which are company internships abroad that will be **developed and promoted** to promote the mobility of students from Spanish universities through training internships in companies in Europe, the United States, Canada, Asia and Oceania. The FARO internships are for students who are in the University and the ARGO for who have already left the Spanish university system and hold an undergraduate or master’s degree. These are grants for university graduates to carry out training internships in companies or organisations of international scope with the aim of improving their professional qualification, improving the level of foreign languages and facilitating the internationalisation and subsequent job placement The grants cover travel expenses and monthly expenses of a lesser nature.

**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**

There are territories or geographical areas in our country where such conditions still exist, and in many cases the crisis has made them even worse. Such conditions are particularly adverse to the comprehensive development and material and personal advancement of the citizens living there. These unfavourable conditions, which derive from socio-labour, economic, geographical characteristics as well as from historical underdevelopment that has not yet been overcome, make it impossible for these territories to bring about effective social and labour integration, especially for groups with greater difficulties for full social integration, young people included among them. So much so that even general measures to promote employment and labour integration are not fully operational in these territories, given that there are these relevant additional economic, social, geographical or historical barriers that impede their operation.

Therefore, **the Public Employment Services and the Spanish Public Employment Service , within their sphere of competence, will implement the Integrated Employment Plans approved for the territories** with the aforementioned characteristics in order to carry

out specific measures to enable the employability of young people, especially ones who face greater difficulties in labour or social integration. They will be promoted by means of joint tutored actions and integrated into personalised itineraries in terms of career guidance, training and promotion of employment, co-participated and co-managed actions, thus with a joint commitment between the corresponding Public Employment Service, local entities, social services and other agencies that work in favour of the social inclusion of young people.

The Comprehensive Employment Plan to be approved by the Government in the upcoming months for the cities of Ceuta and Melilla will already contain actions with the characteristics described above, in which the State Public Employment Service will coordinate specific actions in favour of young people in the two cities contemplated in these Plans.



## 05.4 Axis 4 - Equal opportunities in access to employment

This line of Equal opportunities in access to employment develops actions aimed at promoting the reconciliation of personal, family and working life as well as equality between young women and men in accessing and keeping a job and being promoted. It also includes actions aimed at facilitating geographical mobility or promoting hiring in sectors of activity other than those in which they would normally have worked.

Special attention should be given to pro-employment actions for women who face dual difficulties in accessing employment, such as young women with low qualifications, victims of gender-based violence, young women with disabilities, young breadwinners of single-parent families and young women in rural areas.

Actions aimed at combating gender stereotypes and roles that limit women's access to jobs in certain sectors and occupations where women are underrepresented, and actions to combat the obstacles and prejudices associated with motherhood.

It increases what women are offered in professional training linked to traditionally masculine sectors.

It strengthens the value and recognition of the work carried out by women in feminised sectors and occupations, many of which are linked to the social role assigned to women.

Activation measures should be promoted by administrations through measures to reconcile personal, family and working life in order to make it easier for young women to enter the labour market.

The Labour and Social Security Inspectorate will participate exercising its competences, in watching out for discriminatory situations in access to employment, as well as in the rights to reconcile the personal, family and working life of workers.

Likewise, women will be encouraged to join the labour market and effective opportunities will be promoted for women and men to have equal access employment, mobilizing resources from public administrations with the support of the Women's Institute and the women's associative world.

Moreover, when we speak of equal opportunities, we are also speaking from a regional perspective. Measures should therefore be promoted to ensure that people have equal access to job opportunities regardless of where they live. Therefore, measures that develop collaborative projects, the use of local endogenous resources and the enhancement of the natural environment are particularly useful.

Finally, the aim of this Plan is to support geographical and sectorial mobility through the instruments available to public administrations, especially in the field of employment.

**ACTION 37**  
PROMOTE COLLABORATION WITH AGENTS OF CHANGE FOR GENDER EQUALITY

**The Public Employment Services will work together with public administrations, especially with local administrations, to promote the work of actors of equality in favour of young women with difficulties of labour integration** in the local territory of action, as well as with autonomous bodies to carry out a transversal action on gender in the policies of job creation and training.

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

The Public Employment Services will promote incentives to unemployed young women to start up businesses to revitalize the economy and support female entrepreneurship. Those who decide to create a start-up or technology-based project will not only be able to capitalize their unemployment benefits, but also would be **supported by making available a qualified person to advise these entrepreneurs regarding their business plan and offering them monitoring services**, taking as a reference the content of the entrepreneurial service in the Common Portfolio of Services of the National Employment System and, when the technical staff from the

Public Employment Services accredits the viability of the business, access will be possible to the financial aid foreseen in the matter of self-employment for start-ups that require an initial amount of capital. To this end, the Public Employment Services may establish collaboration with local entities, public companies and large corporations, private investors, launchers and incubators that provide assistance through financing, courses, mentoring, advice and access to subsidies, including pilot programmes designed by and for young women.

To do so, the Public Employment Services will work through the State Employment Public Service and within the framework of the National Employment System to **coordinate actions with the Secretary of State for Digital Advancement of the Ministry of Economy and Business** in order to provide comprehensive and well-structured treatment in setting up these companies, especially, in this case, in one in which young women play an essential role.

**ACTION 39**  
SUPPORT FOR YOUNG WOMEN IN RURAL AREAS

The Public Employment Services and local administrations will carry out **actions in favour of young women from rural areas as training actions**, especially in ICT technologies and new future sectors, making use of new technologies, with the possibility of having monitors and tutors teach online. To this end, cooperation channels will be established between Public Employment Services and Local Corporations or Provincial Governments, in coordination with the programs promoted by the Government Commissioner for Demographic Challenge.

Formulas will be promoted to encourage women's self-employment in rural areas and municipalities with less than 5,000 inhabitants, such as the hyper-reduced flat rate for Social Security contributions.

## 05.5 Axis 5 - Entrepreneurship

This line of action encompasses activities aimed at promoting entrepreneurship, self-employment and the social economy, as well as those aimed at generating employment, entrepreneurial activity and stimulating and boosting local economic development. It comprises the following structural objectives:

The Public Employment Services will help young people who want to develop or have special conditions for entrepreneurship, particularly regarding the different aspects involved in self-employment, the social economy and the revitalization of local economic development, by giving them assistance, advice and institutional support to develop this entrepreneurial activity in accordance with each person's profile and skills.

Furthermore, the Special Report on Female Entrepreneurship by the Global Entrepreneurship Monitor (GEM is an international observatory that annually analyses the entrepreneurial phenomenon) reveals that in Spain the gender gap in entrepreneurial activity has narrowed by 6.5% in the last two years (55.7% men vs. 44.3% women in 2016 compared to 58.5% men vs. 41.5% women in 2014), following its 10-year trend. However, the Entrepreneurial Activity Rate for women in Spain falls short of the European average (4.7% as opposed to 6.3%), although above other innovation-driven economies such as France (3.4%) or Italy (3.3%). Therefore, actions must be taken to promote female entrepreneurship, supporting the creation of companies and self-employment, as well as to develop or reinforce programmes to improve the employability, access and permanence in employment or self-employment of women with special difficulties or who belong to especially vulnerable groups, by means of the Annual Employment Policy Plan.

Financial aids to promote self-employment and the social economy will be more intense when activities are implemented in towns with a population of less than 5,000 inhabitants, as a means of making the emergence of entrepreneurial activity more attractive in areas with less economic dynamism as well as of finding a better balance between rural and urban employment.

This way, young people interested in starting up an activity will be able to access a service that facilitates the implementation of their self-employment and entrepreneurship activities by having technical experts and advisors accompany them in the processes involved, some of whom will be among the 3,000 technical people responsible for orientation and placement mentioned in Measure 1.



In addition, young people who do not study or work may benefit from measures made available through the Youth Employment Operational Programme, intended for people registered with the National Youth Guarantee System.

Furthermore, the Public Employment Services will ensure the necessary coordination with the networks of public and private offices in charge of promoting self-employment and entrepreneurship, in particular the Entrepreneur Service Points provided for in Law 14/2013, of 27 September, on support for entrepreneurs and their internationalisation, in order to provide advice and support to new self-employed and entrepreneurs, including those in the field of the Social Economy.

Entrepreneurship, support and advice relating to the new job opportunities offered by the digital economy and the different formulas of the social economy will also be promoted and developed with the support of the Public Employment Services and the cooperation of interested public or private actors and within the framework of career preparation and placement policies. All this will be done in the line of promoting and supporting committed entrepreneurship in these fast-growing new areas of the economy. A specific line of collaboration will be established with Vocational Education centres in order to make these actions known to future graduates.

In addition, the competent administrations in the labour matters will offer training and advice to entrepreneurs in their business area and in microenterprise management techniques, as well as in how to start up a self-employed activity, the social economy and collective entrepreneurship, taking as a reference the provisions in the Technical Reference Guide for the development of the protocols of the Common Portfolio of Services of the National Employment System for this entrepreneurial service.

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

### ACTION 40 PROMOTION OF SOCIAL ECONOMY PROGRAMMES

The social economy is an engine of opportunities and job creation that is playing an increasingly important role in the Spanish economy. Several studies highlight that during the crisis, the destruction of employment in some of these Social Economy initiatives was six points lower in terms of social security enrolment than in the other types of companies.

The social economy has the potential to create quality employment and also provides opportunities for those who, due to their special circumstances, encounter greater difficulties in finding work. It contributes powerfully to maintaining a solid and socially cohesive social fabric, especially important in the wake of the devastating effects of the economic crisis, which we are gradually overcoming, but which still has important consequences for our society.

In our country, cooperatives and worker-owned companies provide direct employment to many people and the Special Employment Centres and Placement Companies employ more than 100,000 workers. In addition to all of these, there are also those of the other Social Economy formulas, such as foundations, associations, mutual societies or fishermen's guilds.

It is in this context of promoting the Social Economy that the participation of young people can become a vehicle for revitalising this type of business. Public Employment Services **will implement agreements with local corporations to strengthen the entities that constitute the social economy** and modernise and improve the conditions in which they operate, promoting the participation of young people and entrepreneurship in these types of companies and also thereby consolidating the range of businesses in the region.

Likewise, these collaboration frameworks will support measures that contribute to the continuity of small family businesses at risk of disappearing by using Social Economy-based formulas.

The idea is to get young people to participate in these entities by means of programmes that respond to the provisions of Law 5/2011 on the Social Economy, which mentions the need to design a programme to promote social economy entities that pay special attention to those that are singularly rooted in their

environment and to those that generate employment in the most disadvantaged sectors.

In recent years, numerous initiatives have been developed aimed at increasing the number of women entrepreneurs, paying special attention to giving advice and guidance in entrepreneurship, designing and implementing the business plan, gaining access to financing and promoting entrepreneurship in innovative sectors with high potential. Therefore, networks of women entrepreneurs will be promoted and expanded to support business initiatives, including mentoring actions and exchanging experiences.

In addition, **one-stop information points** will be created with youth association entities and movements to inform about the advantages of the social economy, letting them know about measures such as the capitalisation of unemployment benefits and others to foster the growth of social economy entities, including the implementation of new incentives to hire worker members or the implementation of incentives for cooperatives and worker-owned companies to hire with open-ended contracts.

Furthermore, in these agreements of the Public Employment Services with local entities and youth associations, for which the Technical Reference Guide for the development of the protocols of the Common Portfolio of Services of the National Employment System for the activity of promoting the social economy will be taken as a reference, actions will be informed and carried out to promote the working members' right to training in the social economy whose representative entities will also take active part in the vocational training policies. Special Employment Centres and Placement Companies will be acknowledged as entities providing services of general economic interest and the participation reserves foreseen in public tendering processes will be extended, in this case, to include placement companies.

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

### ACTION 41 STARTUPS WITH BUSINESS INCUBATORS

According to various studies, there are currently a total of 250 incubators in Spain that provide spaces and services to help create and develop a start-up company. Many of them offer interesting development programmes, while others are limited to offering a workspace in good financial conditions. Most are led by municipalities, autonomous communities and development groups, which sometimes help to channel certain subsidies.

It should be noted that, according to these studies, while 47% of companies created in Spain close hardly 2 or 3 years after their creation, 80% of the start-ups born under the wing of some of the best incubators in the country manage to survive.

Therefore, activities will be promoted to carry out **pilot programmes with avant-garde companies with experience in start-up programmes with the collaboration of existing business incubators** or any that may be established in the regional administrations as determined. A line of collaboration will be established with vocational education centres that provide this support to their students and graduates.

Additional actions will be promoted to facilitate the creation, maintenance and growth of woman-owned businesses, especially ones operating in emerging or innovative sectors.

For the development of this action, the Public Employment Services will work through the Spanish Public Employment Service and within the framework of the National Employment System to coordinate **actions with the Secretary of State for Digital Advancement of the Ministry of Economy and Enterprise** in order to provide structured, comprehensive treatment in taking actions to support the establishment of start-up and thus promote the establishment of these companies, as well as measures to support their consolidation, making them one of the references of the new technology-based economy.

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

In order to achieve this objective, a specific line will be determined within the framework of the ORIENTAJOVEN programme of advice and information for young entrepreneurs, particularly those who capitalise their unemployment benefit and invest it in a new activity that requires accompaniment and advice regarding their business plan, as well as information on the labour market and measures to support entrepreneurship.

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

Within the framework of the Agreement or Framework Agreement signed by the Ministry of Labour, Migration and Social Security and the Spanish Federation of Municipalities and Provinces, Local Bodies may join so that young people may use the facilities of their employment services and receive personalised assistance with regard to job placement. This assistance may be given to encourage entrepreneurial activity for any young people who request it, as well as to motivate the entrepreneurial capacity of 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 ORGANISATIONS REPRESENTING SELF-EMPLOYMENT AND THE SOCIAL ECONOMY

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

Pursuant to the provisions of Article 23 of Royal Decree 694/2017, of 3 July, implementing Law 30/2015, of 9 September, which regulates the Vocational Training System for Employment in the workplace and with the aim of meeting the training needs of self-employed workers and the social economy, said workers may participate in sectorial and transversal training programmes in the field of Vocational Training for Employment.

**The detection of training needs, as well as the design, programming and dissemination of training actions with regard to training aimed at self-employed workers and the social economy** will be carried out with the participation of inter-sectorial organisations representing self-employed workers and the social economy, as well as ones with sufficient implementation in the corresponding field of action.

To finance these functions, the State Foundation for Training in Employment (FUNDAE, as per its Spanish acronym), following a report from the Directorate General for Self-Employment, the Social Economy and Corporate Social Responsibility, will include a specific line item in its operating budget, with the procedure contemplated in the aforementioned article 23.

Within this framework, **Collaboration Agreements** will be established with the aforementioned organisations to carry out actions with young entrepreneurs.

## 05.6 Axis 6 - Improving the institutional framework

This Line is transversal in nature, so it affects all the others. It includes actions aimed at improving management, collaboration, coordination and communication within the National Employment System

and promoting its modernisation. By their very nature, the objectives of this Line are instrumental insofar as compliance with them will result in greater efficiency of public employment services in the final objectives of activation and placement. This line comprises the following structural objectives:

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

The National Youth Guarantee System (NYGS) is configured as a basic tool for carrying out the initiatives proposed in the scope of the Youth Employment Plan. Therefore, the different public administrations involved in the NYGS have adopted measures aimed at increasing youth employment and have carried out actions aimed at favouring labour intermediation, improving employability, supporting hiring and encouraging entrepreneurship. In addition, there is the intervention of different Intermediate Bodies and beneficiaries that participate in the management of the Operational Youth Employment Programme in coordination with the government of Spain, the Autonomous Communities and the social partners.

For several years, different legal reforms have been implemented to improve how potential young people are registered and enrolled, and the Spanish Public Employment Service was designated as the competent body for managing the National Youth Guarantee System. Now, the current situation calls for implementing lines of work that will bring about an important change in orienting the success of the National Youth Guarantee System, always at the service of the young people for whom it is intended, by applying the experience acquired, the capacity to correct deficiencies, improve the filing and sharing of accurate, updated information, coordinating actions tailored to fit the profile of each individual, focusing on the most disadvantaged groups and giving prompt delivery of assistance. All this will be done by reinforcing aspects that have been highlighted in terms of the follow-up on each young person who has received assistance and of improving the employment data affecting some specific age ranges, among other aspects in line with European recommendations.

The action of the Public Employment Services, in coordination with the Spanish Public Employment Service, is enabling better planning, development and monitoring of the target population as well as of the programmes and measures from the employment policies. On this starting point, there is still a need for lines of qualitative and quantitative improvement, which involve an additional boost, as well as better orientation to the success of the NYGS to serve individuals, giving full meaning to the European Programme for the labour integration of young people who are not in education, employment or training.

One population group the youth employment plan is directed at is specifically that of young people between the ages of 15 and 29 who have no job and no training on file in the Registry. It therefore seems appropriate to compile the measures of the plan making use of initiatives that have already been implemented in other plans focused on this specific group of young people who are not in a education or employment but are registered in the National Youth Guarantee System and have a specific background, so as to optimise actions and avoid repetitions. Furthermore, the registry of the National Youth Guarantee System must also be considered because it provides an accessible and effective information base on young people who form part of the groups that are usually the most difficult to reach, because they are the most remote and particularly vulnerable.

To this end, the following measures are established:

### **ACTION 43 SIMPLIFYING THE NYGS'S CENTRALISED REGISTRY**

Following the approval of Royal Decree Law 6/2016 of 23 December, the possibility registering with the National Youth Guarantee System (NYGS) Registry was introduced through the employment offices when job seekers sign up or renew and comply with the remaining legally established requirements. This facilitated registration and significantly increased the number of people on the NYGS rosters.

Work is currently under way on **improvements to remote registration**

to expedite registration, updating and registry data management, with modifications that provide easier and more intuitive access and functionalities. It also aims to bring technology closer to young people through the development of mobile applications (Youth Guarantee App) and the promotion of Social Networks.

In addition, regarding information management, the aim is to improve some of the functionalities of the application to make it easier all the agencies and departments connected to the System to consult and exploit data in accordance with the characteristics and limitations legally established for each and fulfilling the necessary guarantees.

**ACTION 44**  
PARTICIPATING IN  
NYGSGOVERNANCE  
THROUGH THE  
TRIPARTITE  
COMMISSION

The entry into force of RDL 6/2016 led to greater participation of business organizations and unions in the NYGS as social partners are recognised as participating entities in the Youth Guarantee, also being members of the Delegate Commission for Monitoring and Evaluation of the National Youth Guarantee System.

In line with this trend, the aim is to **increase the involvement of the 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

The Delegate Commission for Monitoring and Evaluation of the National Youth Guarantee System will meet at least quarterly, creating working groups as deemed appropriate. In view of the challenges to be faced, a coordinated agenda must be established that integrates both the need for convening the Commission and the organisation of working groups that, on a transversal basis, can effectively coordinate the different forums, setting priorities and focal points of interest.



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

The aim here is to strengthen inter-institutional coordination between Public Administrations at the level of the General Public Administration and the Autonomous Communities as well as areas such as social services and education, with the aim of obtaining data on young people at risk of social exclusion and young people who drop out of school early in order to give them more appropriate and specific assistance.

Furthermore, it also requires the **establishment of “two-way” dialogues** (employment-education, employment-youth...) that facilitate the proposal of governance and management initiatives that fit the profile of the young Spanish population and their specific needs.

In addition, **collaboration systems will be established with rural areas**, encouraging towns and villages with smaller populations to participate in actions to improve employability and promote employment.

**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

To **improve the quality** of the data on the actions and/or assistance of the NYGS, it will be necessary to work on several lines:

- Reinforce the periodicity and integrity of the data supplied to the Registry by the Intermediate Bodies in compliance with each of the aforementioned entities' legal obligation to report any incident relating to the requirements for access to the National Youth Guarantee System or any other data relating to users, particularly the actions or measures offered, stating the degree of development reached in the assistance process.
- Creation of specific Youth Guarantee Working Groups to analyse the data on assistance provided by social and educational services that are not currently included in the Registry, as well as detecting any duplicates and inconsistencies in the data already included.





**ACTION 48**  
FACILITATING THE  
EXCHANGE OF  
TRAINING AND  
INFORMATION WITHIN  
THE YOUTH GUARANTEE  
PARTICIPATING ENTITIES,  
ESPECIALLY REGARDING  
CURRENT CALLS

This aims to give **greater impetus to information and communication** of job offers, educational and training opportunities aimed at young people enrolled in the NYGS by means of:

- Social networks as an information mechanism for young people as well as for greater dissemination of the program, taking into account the multiplicity of channels already existing today, and promoting synergies.
- Information platform with the current calls for applications published by the 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 promote the creation of **pilot projects on integrating the services provided to young people** through collaborations at the local level under the supervision and collaboration of the European Commission, especially in the framework of the Peer Support project of which Spain is part. The aim is to involve different entities in Youth Guarantee in working on inter-institutional coordination measures and cases of good cooperation practices in Youth Guarantee as well as to launch a series of pilot projects.

**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 the effective equality of women and men and equal treatment and opportunities regardless of any personal and/or social circumstance**, the necessary measures will be encouraged to make this equality effective among the young members of the Youth Guarantee by creating information mechanisms that make it possible to follow up on the parity of the measures and assistance for the sake of finding a balance.

## 06

# Dissemination of the action plan for youth employment



With the aim and need to reach out to all young people, a **Communication and Dissemination Plan for the Action Plan for Youth Employment** will be developed (through social networks, mediators, etc.) with the collaboration of different public entities and institutions: INJUVE, universities, trade unions and business organisations (UGT, CCOO, CEOE, CEPYME, etc.), public employment services, state and autonomous communities, the Youth Council, etc. and which integrates all the current and new opportunities open to young people.

Likewise, presentation of the actions of this Communication and Dissemination Plan will be promoted at training centres and entities, both in the vocational training system for employment in the workplace and at the schools in the educational system.

## 07

# Budgetary impact of the action plan for youth employment

All the Programmes and Actions included in this Plan for Youth Employment will have their corresponding budgetary reflection that must be negotiated both with the social partners and with the Autonomous Communities, who are responsible for implementation.

This programme will be implemented by various Ministries and entities, although it will be financed from the budgetary applications allocated in the expenditure statements of the Public State Employment Service and the Ministry of Science, Innovation and Universities.

In total, it is estimated that the programme will be endowed with 2,000 million euros, of which 670 million euros will correspond to the 2019 budget and will therefore be included in the allocations provided for therein. In the 2020 and 2021 budgets, the necessary amount will be entered to reach the total indicated above.

The table below shows the estimated cost broken down by dimension and action (where appropriate):

Dimension	Action	Estimated amount year 2021	Estimated amount year 2021	Estimated amount year 2021	TOTAL AMOUNT
Professional Orientation	Reinforcement of personalised assistance	43	43	43	129
	Refurbishing offices	5	5	5	15
	INJUVE Mediators Network	3	3	3	9
	Launchers*	8	8	8	24
<b>SUBTOTAL</b>		<b>59</b>	<b>59</b>	<b>59</b>	<b>177</b>
Vocational Training	Key Competences	66	66	66	198
	Digital Competences	44	44	44	132
	Language skills	57	57	57	171
	Strategic Sectors	35	35	35	105
	Rural milieu	25	25	25	75
	Commitment to hiring	11	13	14	38
	Success Scholarships	20	20	20	60
	Mixed Employment and Training Programmes	120	120	120	360
<b>SUBTOTAL</b>		<b>378</b>	<b>380</b>	<b>381</b>	<b>1.139</b>
Career Opportunities	Rebates for training and apprenticeship contracts	65	55	45	165
	Rebates for promotion of self-employment for young people**	120	125	130	375
	First professional experience	20	20	20	60
	EURES	0,5	0,5	0,5	1,5
	Support for mobility	5	5	5	15
<b>SUBTOTAL</b>		<b>210,5</b>	<b>205,5</b>	<b>200,5</b>	<b>616,5</b>
<b>Igualdad de oportunidades</b>		<b>5</b>	<b>5</b>	<b>5</b>	<b>15</b>
Entrepreneurship	Support and promotion of self-employment, social economy and entrepreneurship	12	12	12	36
	Specific training in the field of the social economy	3	3	3	9
	Business incubators	1	1	1	3
	Advice for SMEs and Micro-SMEs	1	1	1	3
<b>SUBTOTAL</b>		<b>17</b>	<b>17</b>	<b>17</b>	<b>51</b>
<b>Evaluación, seguimiento y publicidad del programa</b>		<b>0,6</b>	<b>0,7</b>	<b>0,7</b>	<b>2</b>
<b>TOTAL GENERAL</b>		<b>670</b>	<b>667</b>	<b>663</b>	<b>2.000</b>

Amounts in millions of euros.

**Note \*:**

includes group orientation expenses. Direct aid to encourage self-employment is included under the relevant heading

**Note\*\*:**

Includes conversion of discounts into rebates

The amounts of the present programme that are managed by the Autonomous Communities in application of the statutory competences assumed and financed from the funds of the Spanish Public Employment Service budget may be subject to reallocation according to their needs, in accordance with what is established each year by the rules or agreements that govern the payment of the amounts distributed to each Autonomous Community according to the criteria adopted in the respective Sectorial Conference on Employment and Labour Affairs.

## 08

### Planning and evaluation

Operationally, an annual action plan will be drawn up, linked to the Annual Employment Policy Plans for actions of a regional nature. The action plan will be followed up every six months.

To evaluate this Plan, properly, the measures and actions taken will be logged through the currently existing shared computer applications (Public Employment Services Information Systems, National Youth Guarantee System, etc.), with the appropriate improvements implemented. Moreover, the guidance counsellors responsible for the accompaniment process of the young people covered by the different programmes and measures of this Plan must set aside time in their workday for this purpose of monitoring and evaluation, regardless of whether the young person receives the action directly through a public employment service or through any of the entities or institutions participating in the various programmes and measures contemplated in this Plan.

The Plan will be subject to an **evaluation after 18 months** of operation, based on the six-monthly monitoring reports that the Permanent Commission will prepare and submit to the Monitoring Commission.

This annual evaluation will at least contain relevant information on the results of each individualised action. It shall also contain information on the **effectiveness** of the Plan, its efficiency, **relevance, coverage and user satisfaction**.

An evaluation model will be designed to transfer these criteria to the different actions. This model will include indicators both of the number of participants in the different measures and of the results in terms of stable placement in employment.

The results of this evaluation will be included in the communication strategy designed for to disseminate the Plan.

## 09

### Plan monitoring committee

To ensure that the Plan is followed, it will be endowed with **specific mechanisms (organisational and instrumental) for monitoring both the execution of the Plan's measures and the impacts produced as a result of their implementation**. Follow-up actions are carried out continuously throughout the course

of the Plan (2019-2021), allowing decisions to be taken in relation to the need to correct how the Plan is being carried out in keeping with the objectives defined therein. Thus, from an organisational point of view, a **Monitoring Commission** will be set up and will meet every six months. The Commission will be made up of the following members:

- Ministry of Labour, Migration and Social Security (MITRAMISS, as per its Spanish acronym)
- Spanish Public Employment Service (SEPE, as per its Spanish acronym)
- Regional Public Employment Services of the National Employment System (SNE, as per its Spanish acronym)
- Social partners
- Spanish Federation of Municipalities and Provinces (FEMP, as per its Spanish acronym)
- Spanish Youth Institute (INJUVE, as per its Spanish acronym)
- Ministry of Education and Vocational Training (MEFP, as per its Spanish acronym)
- Spanish Youth Council (CJE, as per its Spanish acronym)
- Spanish Institute of Women and for Equal Opportunities (IWEQ, as per its Spanish acronym)
- Conference of Principals of Spanish Universities (CRUE, as per its Spanish acronym)

The functions of this Monitoring Commission are as follows:

- Act as a coordinating body in the development, monitoring and elements to be considered in the evaluation of the Plan.
- Meet twice a year to analyse the evolution of the Plan.
- Ensure that the actions envisaged in the Plan are carried out.
- Approve monitoring and evaluation reports.
- Inform other units or bodies requesting information about the Strategic Plan.
- Analyse the results obtained and propose readjustments or modifications to the actions.

In addition, the Executive Committee of the Spanish Public Employment Service will carry out the functions of the Permanent Monitoring Committee. The meetings held for that purpose in the last month of each calendar quarter will include a specific point to deal with the matters that affect the present Plan. In any case, in the Executive Committee immediately prior to the holding of a Monitoring Committee for this Plan, the matters on the latter's agenda will be dealt with specifically.

At the meeting of the Executive Committee of the Spanish Public Employment Service in the month of March 2019, which will be the first in which it will carry out the functions of the Permanent Committee, the protocol for monitoring the ACTION PLAN FOR YOUTH EMPLOYMENT will be established. That protocol in any case will contain verification of compliance with the monitoring indicators from the PAPE that are linked to this Plan, and may propose that certain Autonomous Communities take measures to improve compliance with objectives.



Likewise, the Spanish Public Employment Service will require the Public Employment Services of the Autonomous Communities to submit a report with the priorities and criteria for action which, based on their territorial reality, they deem best suited to the development of this Plan. These reports will be provided by the Spanish Public Employment Service at the first meeting of the Permanent Commission of the Action Plan for Youth Employment.

# 10

## Duration of the plan

This Plan will be valid for the three years 2019 to 2021, with the actions contemplated therein being carried out during that period of time; without prejudice to many of them continuing on after 2021, given their structural nature or that their temporary development exceeds the duration of the Plan itself.

# Appendixes

## Appendix I LABOUR MARKET DATA

### UNEMPLOYMENT RATE

TABLE 0: EVOLUTION OF THE YOUTH UNEMPLOYMENT RATE											
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018*
<b>Women</b>	20.75	27.74	31.01	34.13	41.06	40.07	38.39	34.46	32.02	28.46	25.32
<b>Men</b>	23.01	31.56	33.95	37.35	43.30	43.01	39.04	35.79	31.31	28.05	25.17
<b>TOTAL</b>	21.97	29.78	32.55	35.81	42.23	41.60	37.73	35.16	31.65	28.24	25.24

Source: Prepared by the Observatory of Occupations of the SPES from the data of the EAPS. 31 December 2008-2017

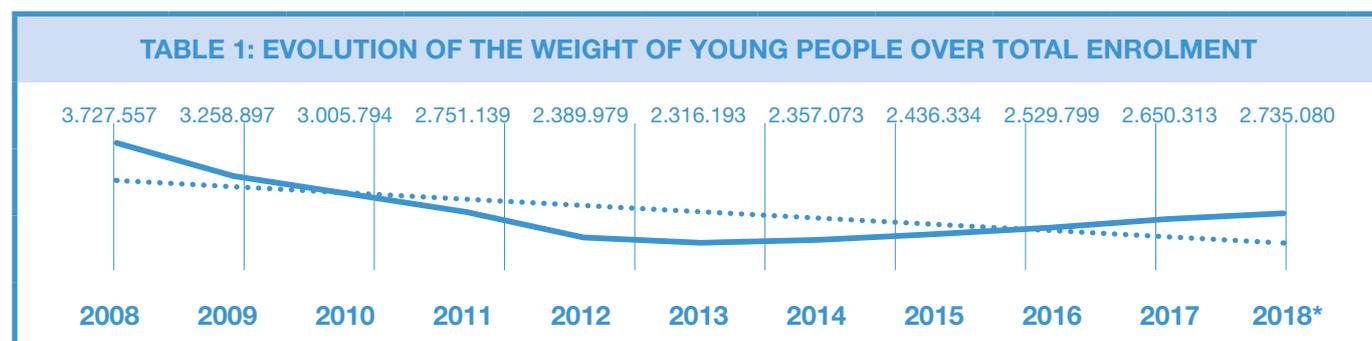
\*2018 data refer to 30 September.

### SOCIAL SECURITY ENROLMENT

TABLE 1: EVOLUTION OF THE WEIGHT OF YOUNG PEOPLE OVER TOTAL ENROLMENT										
2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018*
20.36	18.48	17.20	16.08	14.63	14.25	14.16	14.18	14.26	14.46	14.43

Source:

\*2018 data refer to 30 September.



Source: Prepared by the Observatory of the Occupations of the SPES from the data of the MEYSS. 31 December 2008-2017. 144 members are missing as age is not recorded in the database.

\*2018 data refer to 30 September.



## THE DISTRIBUTION OF ENROLLED YOUTH BY GENDER AND AGE GROUP IN DECEMBER 2017 IS AS FOLLOWS:

TABLE 3: YOUTH ENROLMENT BY GENDER AND AGE GROUPS				
Age groups	Men	Women	Total young people	% variation 2017/16
Under 16	35	21	56	64.71
From 16 to 19	75,286	51,952	127,238	16.98
From 20 to 24 <sup>1</sup>	464,736	406,856	871,593	6.43
From 25 to 29	846,995	804,434	1,651,429	3.08
<b>Total</b>	<b>1,387,052</b>	<b>1,263,263</b>	<b>2,650,316</b>	<b>4.76</b>

Source Prepared by the Observatory of the Occupations of the SPES from the data of the MEYSS. December 31, 2017.  
1 Missing 1 member between 20 and 24 years old whose gender is not stated in the database.

## AS OF SEPTEMBER 30, 2018, THE DISTRIBUTION IS AS FOLLOWS:

TABLE 4: YOUTH ENROLMENT BY GENDER AND AGE GROUPS. SEPTEMBER 2018			
Age groups	Men	Women	Total young people
Under 16	44	57	101
From 16 to 19	86,705	57,634	144,339
From 20 to 24 <sup>1</sup>	495,348	408,686	904,034
From 25 to 29	878,955	807,646	1,686,601
<b>Total</b>	<b>1,461,052</b>	<b>1,274,023</b>	<b>2.735,075</b>

Source: Prepared by the Observatory of the Occupations of the SPES from the data of the MEYSS. September 30, 2018.  
1 Missing 1 affiliate from 16 to 19, 2 from 20 to 24 and 2 others from 29 to 29 years that does not appear the gender in the database.

In 2017, the profile of a young member under the age of 30 is that of a man between 25 and 29 years of age who works in the service sector and is enrolled in the General Social Security System.

By economic sectors, as every year, the most representative sector was services with 81.44%. In workers over 30 it represents 74.71%, which highlights its importance in this group.

**TABLE 5: ECONOMIC ACTIVITIES WITH THE HIGHEST NUMBER OF YOUNG MEMBERS ENROLLED IN THE SOC. SECURITY**

Economic activities <sup>1</sup>	% of total	% variation 2017/16	Youth rate %
<b>47 Retail trade, except of motor vehicles and motorcycles</b>	14.28	-0.16	19.61
<b>56 Food and beverage services</b>	12.31	6.05	26.14
<b>85 Education</b>	6.57	7.13	17.97
<b>01 Agriculture, animal husbandry, hunting and related service activities.</b>	5.63	-6.31	13.40
<b>86 Health activities</b>	5.06	8.48	12.33
<b>46 Wholesale commerce and intermediary commerce, except of motor vehicles and motorcycles</b>	4.56	2.25	12.34
<b>84 Public administration and defence; Compulsory social security</b>	3.11	23.39	7.49
<b>93 Sports, recreation and amusement activities</b>	2.64	8.54	34.10
<b>78 Employment-related activities</b>	2.43	17.24	35.22
<b>43 Specialized construction activities</b>	2.39	4.35	9.34
<b>82 Office administrative and other business support activities</b>	2.34	9.34	19.72
<b>96 Other personal services</b>	2.25	0.41	18,92
<b>62 Programming, consultancy and other computer-related activities</b>	2.17	16.45	20.45
<b>10 Food industry</b>	2.04	3.61	14.60
<b>45 Sale and repair of motor vehicles and motorcycles</b>	2.02	3.43	16.00

Source: Prepared by the SPES Observatory from MEYSS data. December 31, 2017.

<sup>1</sup> The fifteen economic activities selected are the ones with the highest percentage of youth enrolled.

By scheme, 85.95% of the young people enrolled in the Social Security are registered in the General Scheme, with a positive inter-annual variation of 6.75%. In September 2018, representation reached 86.82%.

In the Special Scheme for the Self-employed, the change in trend continues, and while in 2014 it represented 10.19% of young people, in 2017 it fell to 8.17%. This value continues to decrease, down to 8.01% in September 2018.

**TABLE 6: YOUNG WORKERS ENROLLED, BY CONTRIBUTION SCHEME AND AGE BRACKET**

Age groups	General Regime			Special Regimes		
	General Regime <sup>1</sup>	Special System for Agriculture	Spec. System Household Employees	Self-employed	Sea	Mining Coal
From 16 to 19	107,271	12,488	445	6,790	242	2
From 20 to 24	762,079	44,915	5,365	57,451	1,758	25
From 25 to 29	1,408,567	69,268	17,535	152,184	3,792	83
<b>Total</b>	<b>2,277,973</b>	<b>126,671</b>	<b>23,345</b>	<b>216,425</b>	<b>5,792</b>	<b>110</b>

Source: Prepared by the SPES Observatory from MEYSS data. December 31, 2017.

<sup>1</sup> Excluding data from Special Agricultural Systems and Household Employees.

**TABLE 7: ENROLMENT OF YOUNG MEMBERS BY CONTRIBUTION SCHEME AND AGE BRACKET. SEPTEMBER 2018**

Age groups	General Regime			Special Regimes		
	General Regime <sup>1</sup>	Special System for Agriculture	Spec. System Household Employees	Self-employed	Sea	Mining Coal
Under 16	101	0	0	0	0	0
From 16 to 19	123,449	12,439	375	7,676	401	0
From 20 to 24	797,646	40,277	4,715	59,062	2,302	34
From 25 to 29	1,453,447	60,977	15,363	152,423	4,330	63
<b>Total</b>	<b>2,374,643</b>	<b>113,693</b>	<b>20,453</b>	<b>219,161</b>	<b>7,033</b>	<b>97</b>

Source: Prepared by the Observatory of the occupations of the SPES from the data of the MEYSS. September 30, 2018.

<sup>1</sup> Excluding data from Special Agricultural Systems and Household Employees.

## REGISTERED CONTRACTS

Between January and October 2018, 18,714,878 contracts were registered, of which 6,685,012 were young people under 30 years of age, representing 35.72% of the total. Hiring of young people with respect to the same period last year (January to October) increased by 4.58%, while recruitment in general increased by 3.8%.

The group's relative proportion in the labour market decreased until 2014. From then on, it has recovered although it is still almost 10 points below the values of a decade ago. In 2018, up to the month of October, of every 100 contracts signed, more than 35 were signed with people under the age of 30.

**TABLE 8: EVOLUTION OF THE WEIGHT OF YOUNG PEOPLE IN THE TOTAL NUMBER OF HIRES**

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 to October
44.57	41.49	40.27	38.39	35.23	34.35	33.82	33.97	34.54	35.34	35.72

**CHART 9: ANNUAL EVOLUTION OF YOUTH HIRING**



Source: Prepared by the SPES Occupations Observatory from SISPE data. Years 2008-(2018 to October)

## DISTRIBUTION OF YOUNG PEOPLE HIRED, BY GENDER AND AGE BRACKET IN 2018 (UNTIL OCTOBER):

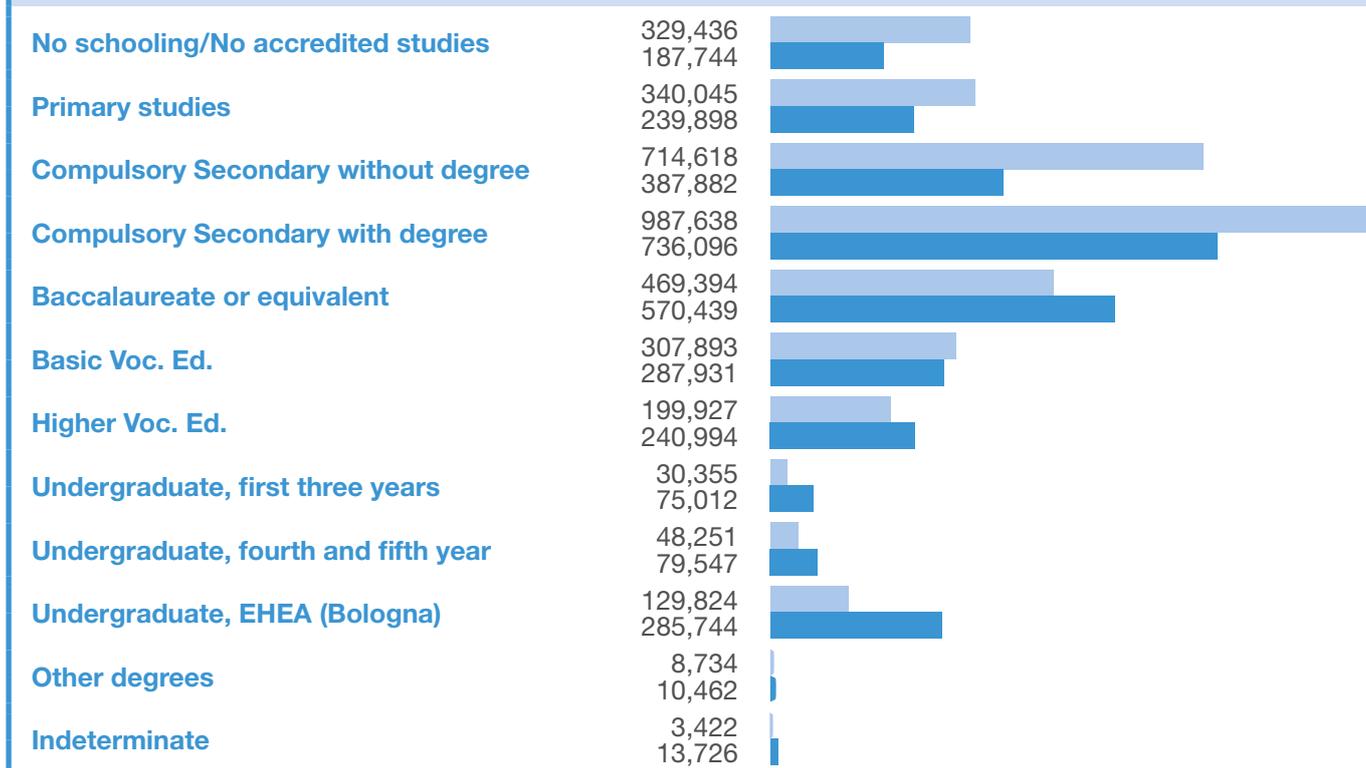
**TABLE 10. YOUNG PEOPLE HIRED, BY GENDER AND AGE BRACKET**

Age groups	Men	Women	Total young people	% Var. 2018/2017
From 16 to 19	442,623	330,303	772,926	17.99%
From 20 to 24	1,536,890	1,371,487	2,908,377	4.98%
From 25 to 29	1,590,024	1,413,685	3,003,709	1.24%
<b>Total</b>	<b>3,569,537</b>	<b>3,115,475</b>	<b>6,685,012</b>	<b>4.58%</b>

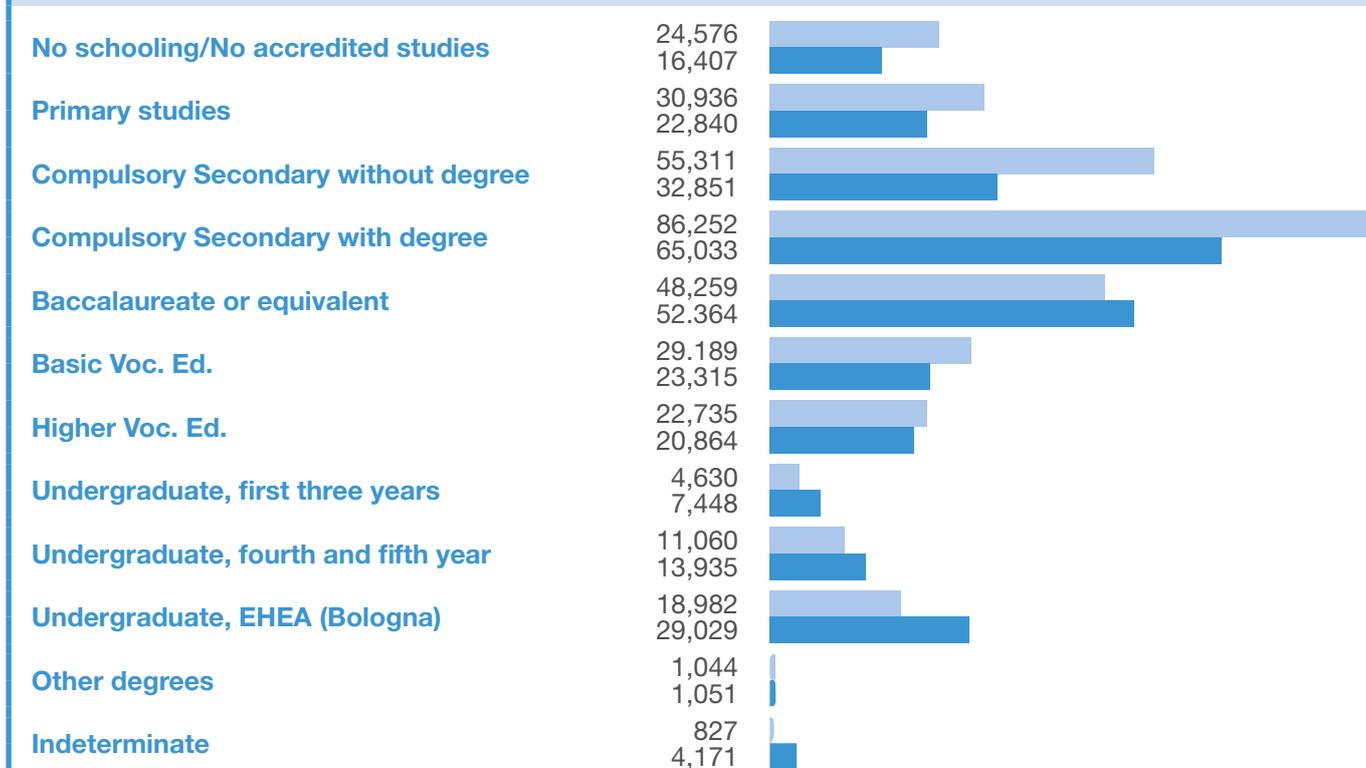
Source: Prepared by the SPES Occupations Observatory from SISPE data. Years 2008-(2018 to October)

In 2018, the profile of the person under 30 hired is that of a man, between 25 and 29 years of age, with Compulsory Secondary Education studies completed, who works in the service sector and has a temporary full-time contract for production circumstances.

CHART 11. HIRING BY EDUCATIONAL LEVEL AND GENDER



GRAPH 12. INDEFINITE HIRING BY EDUCATIONAL LEVEL AND GENDER



Men ■ Women ■

Source Prepared by the SPES Occupations Observatory from SISPE data. Years 2008-(2018 to October)

Of the young people hired, 82.68 % of the contracts were under the modalities of ‘Temporary due to production circumstances’ and ‘Work or service’. In recent years, in both modalities, the year-on-year variation is always positive, with the year-on-year increase higher in indefinite contracts than in temporary ones for the second consecutive year, with a variation of 16.27% and 9.61%, respectively.

Employment stability was 9.32%, the lowest of all groups, although in the last decade there has been little oscillation among young people. Stable youth hiring rose by 18.66% in the last year (comparing data from January to October).

TABLE 13: STABILITY RATE OF YOUNG PEOPLE. EVOLUTION											
Age bracket	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (October)
16-19	8.08	6.28	5.38	5.03	5.38	4.69	4.74	4.84	5.56	5.83	6.81
20-24	9.99	7.85	6.80	5.99	6.35	5.48	5.82	6.02	6.67	7.10	8.07
25-29	13.15	10.35	9.40	8.53	9.32	7.78	8.14	8.35	9.14	9.72	11.18

Source: Prepared by the SPES Occupations Observatory from SISPE data. Years 2008-(2018 to October)

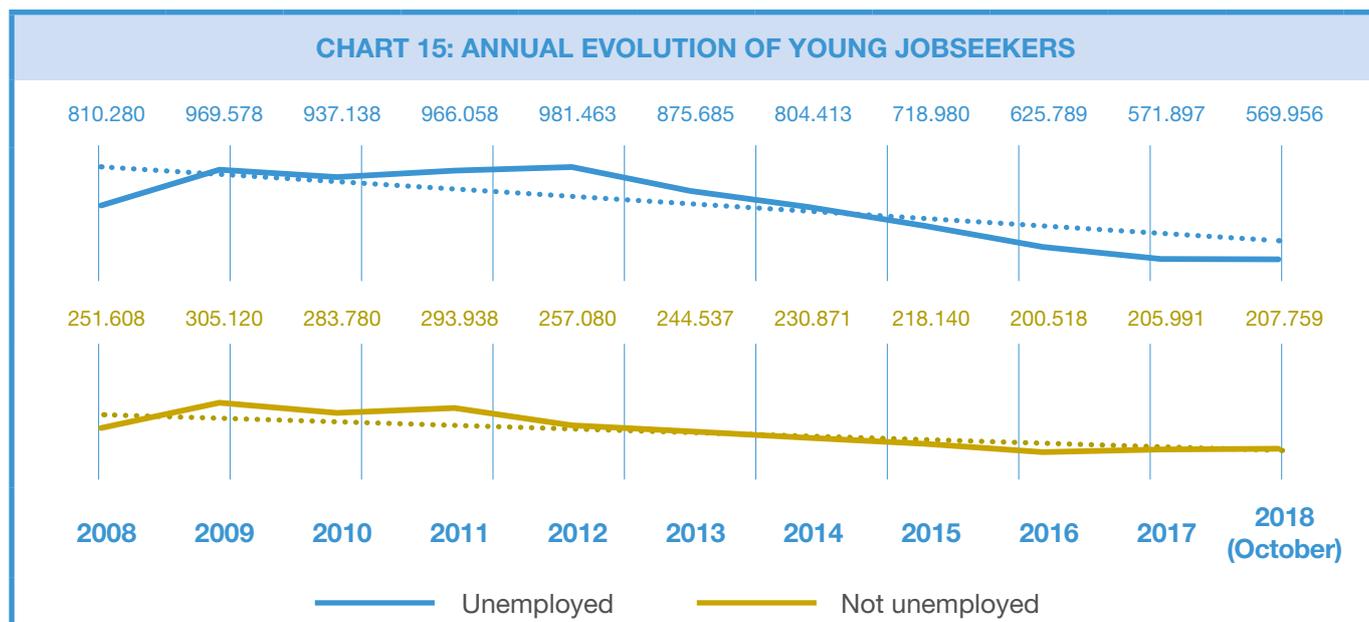
The full-time rate was 56.81% of contracts in contrast to 43.19% for part-time.

## REGISTERED UNEMPLOYMENT

The number of unemployed job seekers in October 2018 was 3,254,703 people, of whom 569,956 are young people and represent 17.51% of the total. For the fourth consecutive year, there was again a decrease in young unemployed persons, which this year stood at 40,961 persons. This behaviour is similar to that of the total number of job seekers, where the situation also improved and the variation was also negative, 6.1%, unlike until 2012 when the opposite was true.

The proportion of this group among unemployed job seekers has been declining progressively in recent years. In October 2017, slightly more than 17 people out of every 100 registered are young people, when in 2008 it reached almost 26 people. The following data is the collective participation fee on the total.

TABLE 14: EVOLUTION OF THE % OF YOUNG PEOPLE OVER THE TOTAL NUMBER OF REGISTERED UNEMPLOYED										
2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (October)
25,90	24,71	22,86	21,84	20,24	18,63	18,09	17,56	16,90	16,76	17,51



Source: Prepared by the SPES Occupations Observatory from SISPE data. 31 December 2008-2017 and 31 October 2018.

## THE DISTRIBUTION OF YOUNG UNEMPLOYED JOB SEEKERS BY GENDER AND AGE GROUP IN OCTOBER 2018 IS AS FOLLOWS:

**TABLE 16: UNEMPLOYED YOUTH BY AGE GROUP AND GENDER**

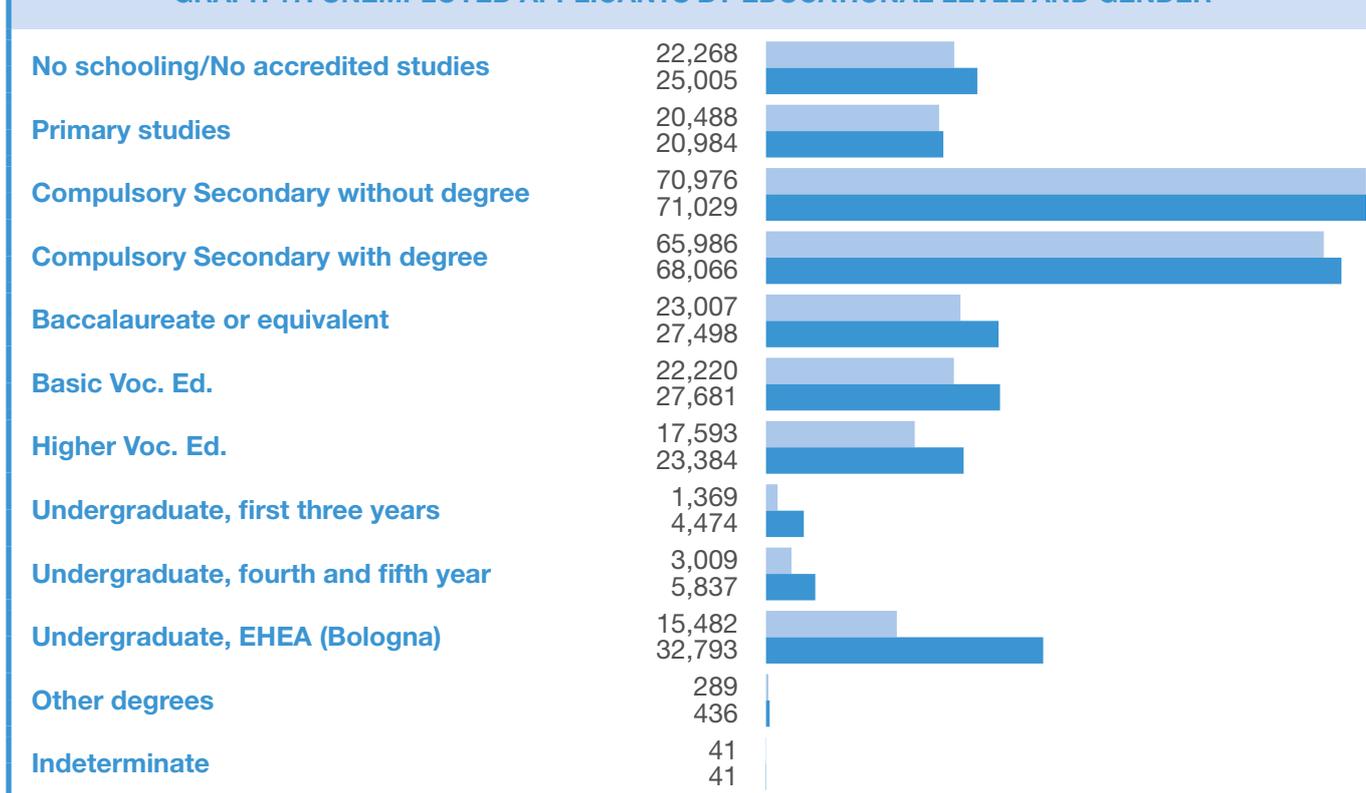
Age groups	Men	Women	Total young people	% Variation 2018/17
From 16 to 19	41,063	32,392	73,455	-2.76
From 20 to 24	96,557	104,317	200,874	-9.49
From 25 to 29	125,108	170,519	295,627	-5.68
<b>Total</b>	<b>262,728</b>	<b>307,228</b>	<b>569,956</b>	<b>-6.70</b>

Source: Prepared by the SPES Occupations Observatory from SISPE data. October 31, 2017.

By gender, young unemployed people are distributed as follows: 46.10% men and 53.90% women. By age group, the most representative group is again 25 to 29 years with 51.87%, followed by 20 to 24 years with 35.24% and the least proportionality is for those under 20 with 12.89%.

The most frequent profile of the unemployed person under 30 years of age is that of a woman between 25 and 29 years of age with Compulsory Secondary Education studies and seniority as a job seeker of one to three months who worked in the services sector or who lacks previous experience.

With respect to the previous year, only increased the number of unemployed in the formative level of EHEA University Bologna cycle due mainly to the number of graduates in the new degrees.

**GRAPH 17: UNEMPLOYED APPLICANTS BY EDUCATIONAL LEVEL AND GENDER**


Men ■ Women ■

Source Prepared by the SPES Occupations Observatory from SISPE data. 31 October 2018.

As regards the duration of being on the rosters as an unemployed job seeker, in 2018 the number of unemployed in all seniority brackets has decreased, especially in those who have been on the rosters for more than twelve months.

Among young people, long-term unemployment accounts for 14.62% of all unemployed young people.

**TABLE 18: DURATION OF UNEMPLOYMENT BY AGE BRACKET**

Length of time on unemployment	Age groups			Total	% variation 2018/17
	From 16 to 19 years old	From 20 to 24 years old	From 25 to 29 years old		
<= 1 month	17,861	53,470	70,554	141,885	-6.54
>1 and <= 3 months	27,502	67,309	83,531	178,342	-4.66
>3 and <= 6 months	12,621	30,541	48,273	91,435	-6.68
>6 and <= 12 months	9,035	22,212	39,773	71,020	-3.57
>12 and <= 24 months	5,240	16,062	29,633	50,935	-7.37
>24 months	1,196	11,280	23,863	36,339	-19.98
<b>Total</b>	<b>73,455</b>	<b>200,874</b>	<b>295,627</b>	<b>569,956</b>	<b>-6.70</b>

Source: Prepared by the SPES Observatory from SISPE data. December 31, 2017.

The proportion of long-term unemployment among young people increased up until 2013, but has since declined steadily. This can be seen from the following data:

**TABLE 19: PERCENTAGE OF LONG-TERM UNEMPLOYED IN THE TOTAL NUMBER OF YOUNG UNEMPLOYED**

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (October)
7.10	13.28	17.49	17.20	21.04	22.31	19.84	19.94	19.80	16.36	14.62

The influence of the level of career training on long-term unemployment seems evident, since the highest percentage of unemployed people is at the lower levels, which add up to 72.98%. In contrast, at the vocational training and university studies levels the incidence is not as high: of the 87,274 long-term unemployed young people, only 7.96% have a university degree and 13.25% have vocational education, so it seems that the training level does play a decisive role in this regard.

**TABLE 20: YOUNG LONG-TERM UNEMPLOYED ACCORDING TO TRAINING LEVEL**

Level of training	Total long-term unemployed young people	% of total	Variation 2018/17
No schooling/Not accredited	9,064	10.39	-10.51
Primary studies	7,734	8.86	-4.96
Compulsory Secondary Education (CSE) without degree	26,085	29.89	-13.69
CSE with degree	20,802	23.84	-15.28
Baccalaureate or equivalent	4,994	5.72	-10.92
Basic Vocational Education	6,717	7.70	-19.10
Higher Vocational Education	4,851	5.56	-13.68
Undergraduate, first three years	781	0.89	-42.23
Undergraduate, fourth and fifth year	1,398	1.60	-36.71
Undergraduate EHEA (Bologna)	4,766	5.46	13.61
Other Degrees	67	0.08	-21.82
Indeterminate	15	0.02	7.14
<b>Total</b>	<b>87,274</b>	<b>100.00</b>	<b>-13.07</b>

Source: Prepared by the SPES Occupations Observatory from SISPE data. October 31, 2018.

## MOST RELEVANT ECONOMIC ACTIVITIES

Once again, the services sector accounted for the largest number of contracts signed with young people, up to 78.05%. The transition to the service sector is fully consolidated for both the group and the total.

**TABLE 21. MOST RELEVANT ECONOMIC ACTIVITIES IN CONTRACTING**

Economic activities <sup>1</sup>	Contracts	% variation 2017/16	Youth Rate (%)
Food and beverage services	1,385,869	12.81	44.11
Retail trade, except of motor vehicles and motorcycles	742,161	9.87	52.60
Office administrative and other business support activities	311,247	8.79	47.17
Sporting, recreational and entertainment activities	280,784	15.20	59.10
Education	279,581	8.94	43.51
Healthcare activities	261,080	3.97	46.58
Wholesale commerce and commerce intermediaries, except of motor vehicles and motorcycles	252,481	10.61	35.70
Food industries	236,516	11.47	35.56
Storage and ancillary transport activities	203,948	10.95	36.29
Creative, artistic and entertainment activities	135,450	7.25	36.85
Employment-related activities	119,057	5.91	45.10
Advertising and market research	116,062	5.28	52.87
Other personal services	108,602	8.23	46.25
Rental Activities	84,646	13.36	47.85
Other professional, scientific and technical activities	55,085	6.17	43.34

Source: Prepared by the SPES Observatory from SISPE data. Year 2017.

<sup>1</sup> The first fifteen economic activities have been selected that, exceeding the state rate of collective contracting (35.34%), have the highest number of contracts signed by young people.

\* Additional information on economic activities can be found at: [Economic activities with a positive trend in hiring](#)

## OCCUPATIONS

Below are two tables that contain the occupations in which young people take on greater relevance. The first shows the occupations that hire young people most. The second shows occupations most requested by unemployed young people when registering with the Public Employment Services.

TABLE 22: OCCUPATIONS IN WHICH THE HIRING OF YOUNG PEOPLE IS MOST RELEVANT

Large occupational group/Occupation <sup>1</sup>	Contracts	Youth Rate (%)	% variation 2017/16
<b>1. Directors and managers</b>			
No data recorded			
<b>2. Scientific technicians and professionals and intellectuals</b>			
Unskilled nurses	97,222	61.60	0.89
Skilled nurses (except matrons)	27,366	63.31	11.46
Non-regulated language teachers	25,343	42.80	2.13
Professionals in social work and social education	24,876	44.68	22.18
<b>3. Technical staff, support professionals</b>			
Management and administrative assistants	22,603	36.55	-16.45
Community animators	42,211	57.35	1.48
Instructors of sports activities	42,309	58.60	8.07
Recreational and entertainment monitors	272,918	67.04	13.22
<b>4. Accounting, administrative and other office employees</b>			
Supply and inventory control employees	41,539	54.91	12.38
Administrative employees without customer service tasks not elsewhere classified	81,206	38.20	4.31
Receptionists (except for hotels)	56,112	60.47	13.11
Administrative employees with customer service tasks not elsewhere classified	114,622	37.51	11.26
<b>5. Food service, personal, protection and sales workers</b>			
Salaried waiters	1,291,782	48.18	12.35
Vendors in stores and warehouses	550,993	55.20	9.26
Sales promoters	128,391	64.45	-2.44
Ground hostesses	98,215	78.06	17.48
<b>6. Skilled workers in the agricultural, livestock, forestry and fisheries sectors</b>			
Skilled workers in aquaculture	452	37.32	2.03
Skilled workers in hunting activities	1,442	38.57	33.03
<b>7. Craftsmen and skilled workers in the manufacturing and construction industries (except plant and machinery operators)</b>			
Motor vehicle mechanics and adjusters	22,278	43.35	12.14
Bicycle repairers and related products	807	48.32	7.60
Bookbinding process workers	1,611	43.40	154.91
Wine making workers	2,162	35.47	-2.30
<b>8. Plant and machinery operators and assemblers</b>			
Operators of photographic and related laboratories	2,167	46.71	30.15
Electrical and electronic equipment assemblers	5,282	36.07	4.30
Operators of cranes, forklifts and similar material handling machinery	42,491	46.70	-27.21
Drivers of motorcycles and mopeds	26,261	73.12	24.98
<b>9. Elementary occupations</b>			
Other elementary occupations	50,045	40.98	12.28
Manufacturing industry labourers	565,179	36.45	16.72
Merchandise transport labourers and off-loaders	206,654	41.16	12.05
Re-stockers	51,824	47.94	11.97

Source: Prepared by the SPES Observatory from SISPE data. Year 2017.

<sup>1</sup> The four occupations in each large occupational group that exceed the state hiring rate (35.34%) have been selected and have the highest number of youth contracts.

\* More information on Occupations: see Occupations with a positive trend in employment.

TABLE 23: OCCUPATIONS MOST REQUESTED BY UNEMPLOYED YOUNG PEOPLE

Large occupational group/Occupation <sup>1</sup>	Job applications	% Young people over total <sup>2</sup>	% variation 2017/16
<b>1. Directors and managers</b>			
Production managers of agricultural and forestry exploitations	83	17.58	-11.70
Directors of children's social services	20	18.18	-16.67
Directors and managers of leisure, cultural and sports companies	381	16.82	-2.81
<b>2. Scientific and intellectual technicians and professionals</b>			
Primary school teachers	6,583	24.83	-13.73
Early childhood education teachers	7,000	29.55	-8.08
Specialists in business policy administration	5,761	20.47	-18.02
Professionals in social work and social education	8,535	21.84	-14.43
<b>3. Technical staff, support professionals</b>			
Community animators	10,721	26.02	-11.15
Sports instructors	16,307	41.19	-6.48
Recreational and entertainment monitors	35,605	37.00	-8.85
Information technology user support specialists	8,334	28.35	-14.04
<b>4. Accounting, administrative and other office employees</b>			
Library and archives employees	4,380	17.36	-10.52
User information employees	7,057	17.98	-14.22
Hotel receptionists	8,819	19.05	-0.79
Call centre operators	8,508	18.67	-6.09
<b>5. Food service, personal, protection and sales workers</b>			
Salaried waiters	144,827	30.74	-5.16
Vendors in stores and warehouses	247,260	22.68	-7.54
Cashiers and ticket vendors (except banks)	70,951	24.34	-9.34
Home child care providers	28,079	27.25	-9.17
<b>6. Skilled workers in the agricultural, livestock, forestry and fisheries sectors</b>			
Skilled workers in orchards, greenhouses, nurseries and gardens	56,881	19.69	-12.72
Skilled workers in livestock activities not elsewhere classified	895	19.87	-8.58
Skilled workers in mixed agricultural activities	174	19.06	-10.31
Skilled workers in aquaculture	266	17.30	-3.97
<b>7. Craftsmen and skilled workers in the manufacturing and construction industries (except plant and machinery operators)</b>			
Carpenters (except cabinet makers)	12,253	20.45	-20.92
Painters and wallpapers	30,303	18.52	-12.62
Motor vehicle mechanics and adjusters	21,320	38.02	-16.33
Construction electricians and related	14,299	21.87	-24.40
<b>8. Plant and machinery operators and assemblers</b>			
Operators of photographic and related laboratories	1,296	24.17	-7.49
Electrical and electronic equipment assemblers	4,754	22.67	-15.92
Drivers of motorcycles and mopeds	3,923	37.79	-10.68
<b>9. Elementary occupations</b>			
Agricultural labourers in orchards, greenhouses, nurseries and gardens	51,969	21.33	-6.07
Public works labourers	46,133	17.55	-13.50
Merchandise transport labourers and unloaders	79,944	25.54	-8.72
Restockers	100,747	35.37	-8.15

Source: Prepared by the SPES Observatory from SISPE data. December 31, 2017.

<sup>1</sup> The four occupations of each large occupational group have been selected that concentrate a greater number of unemployed young people and exceed the state percentage of the group (16.76%).

<sup>2</sup> Percentage of unemployed young people applying for work over the total number of unemployed people applying for work.

## Appendix II NYGS DATA

Once young people are signed up in the National Youth Guarantee System registry, they can receive offers from the official bodies and entities participating in the youth guarantee programme or from companies that can apply incentives provided for in current regulations for hiring young people.

Different official intermediate bodies and beneficiaries are involved in managing the Youth Employment Operational Programme.

The Intermediate Bodies of national scope are:

- Spanish National Research Council (CSIC, as per its Spanish acronym)
- State Research Agency (AEI, State Research Agency)
- Official Chamber of Commerce, Industry, Services and Navigation of Spain
- D.G. for Relations with Autonomous Communities and Local Bodies (Ministry of Territorial Policy and Public Function)
- RED.es Public Business Entity
- La Caixa Bank Foundation
- School of Industrial Organisation Foundation (EOI, as per its Spanish acronym )
- Institute for the Creation and Development Enterprise (INCYDE, as per its Spanish acronym)
- ONCE Foundation
- Spanish Public Employment Service

The regional Intermediate Bodies participating in the POEJ are the seventeen Autonomous Communities and the two Autonomous Cities. Specifically:

- Directorate General of European Funds (Andalusian Autonomous Government)
- Directorate General of Budgets, Financing and Treasury (Government of Aragon)
- Directorate General for European Affairs and Cooperation with the State (Community of Madrid)
- Directorate-General for European Funds (Autonomous City of Melilla)
- Directorate General for Planning and Budgeting (Government of the Canary Islands)
- Directorate General for Financial Policy, Treasury and European Funds (Autonomous Government of Galicia)
- General Directorate of Budgets and Statistics (Junta of Castile and León)
- Directorate-General for Budgets and European Funds (Region of Murcia)

- Directorate General for Financing and European Funds (Valencian Community)
- Directorate General European Funds (Government of the Balearic Islands)
- Directorate General for Economic and Business Policy and Employment (Regional Government of Navarre)
- Directorate of Employment and Inclusion (Basque Government)
- Directorate General for Employment (Community of La Rioja)
- Ceuta, Local development Agency, (PROCESA, as per its Spanish acronym)
- General Secretariat of Budgets and Financing (Regional Government of Extremadura)
- Employment Service of Cantabria (Autonomous Community of Cantabria)
- Public Employment Service of Catalonia
- Public Employment Service of the Principality of Asturias
- Vice Ministry of Employment and Labour Relations (Castilla-La Mancha)
- The Direct Beneficiaries of the Managing Authority:
  - Spanish Red Cross
  - ONCE Foundation
  - Gypsy Secretariat Foundation
  - Young Men's Christian Association (YMCA)

According to the provisional data obtained for the annual report 2017, which is sent to the European Commission, concerning the development of the Youth Guarantee programme, the following data should be highlighted:

- With regard to the number of young people registered with the NYGS, it should be noted that as of December 31, 2017 there were 1,006,049 young people.
- With regard to the number of services provided during 2017, the following should be highlighted regarding the provisional data:

Non-funded employment assistance: 82%.

Funded employment assistance: 8%

Assistance in education: 9%.

Apprenticeship assistance: 0.3%

Assistance with internships: 0.7%



More than 90% of the European Social Fund (ESF) and the Youth Employment initiative (YEI) subsidised assistance falls within the following types of operations:

1. Vocational education for employment
2. Training and job actions
3. Financial aid for the promotion of hiring
4. Bonuses
5. Local employment initiatives, territorial pacts and other aid at the local level.

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