Youth employment measures

Youth employment is one of the public authorities’ key priorities. The challenges involved include reducing numbers of young jobseekers, in particular by reducing existing disparities between young people with few qualifications, those from disadvantaged urban districts and young graduates, and by taking prior action to remove the obstacles to professional integration met with along school and university pathways as well as in young people’s everyday lives.

Several youth employment policy schemes are aimed at the most fragile young people.

“Employment” schemes for young people finding professional integration difficult because of their social situations.

- The Skills Investment Plan (PIC)
The Ministry of Labor has developed a plan for the period 2018-2022 to train young people especially low-skilled: the “Skills Investment Plan”.

The plan aims at training "one million low-skilled young people and one million low-skilled long-term jobseekers" through skills development, including digital skills and the implementation of tools and experiments.

At the territorial level, the PIC will be take the form of regional pacts signed between, the State and the voluntary Regions (local authorities)

The objectives assigned to the regional variations of the plan are, among others:

• The development of transversal knowledge training (acquisition of basic knowledge),
• Increasing the number of places on training scheme dedicated to young people with social difficulties,
• Strengthening the program of innovative training in targeted territories (disadvantaged area).

Local missions (See Glossary [1]) play an important role in the implementation of PIC measures Because of their knowledge about low-skilled young people situation.

- The Guarantee for Youth (Garantie Jeunes) [2]

The Guarantee for Youth is a one of the public authorities’ key measures in favour of youth employment. The scheme, introduced in January 2013, is France’s response to the Council of the European Union’s recommendation of 22 April 2013 to create a “Guarantee for young people” consisting of providing “a quality job, continuing training, an apprenticeship or a traineeship […], firstly to young people without qualifications and living in areas where the unemployment rate among under 25 y/o is over 25%.

In France, the Guarantee for Youth is an innovative measure, implemented in the form of a one-year contract of reciprocal commitments between a young person (NEET) and a Local Mission [3], which provides a programme of intensive personalised accompaniment.

The Youth Guarantee is based on:

• Intensive collective support on the part of Local Missions;
• Repeated professional placement experiences taking a variety of possible forms;
• Individual accompaniment throughout the year;
• Monthly financial aid enabling young people to become more self-sufficient.

According to the reports, Statistical Evaluation Results of the Impact of the Guarantee for Youth "Between the beginning of the experiment and the end of 2017, around 178,000 young people have benefited this scheme.

For the period 2019-2020 the Government plans to fund 100,000 Guarantee for Youth.

The Guarantee for Youth [4] is jointly funded through the national budget and European funds (Youth Employment Initiative) and European Social Fund.
• **EPIDE** [5] Training Programmes

Employment integration establishments (EPIDEs Établissements Pour l'Insertion dans l'Emploi) are responsible for accompanying young people in difficulty in their social and professional projects through adapted individualised programmes. They are under the triple supervision of the ministries responsible for defence, employment and urban affairs.

EPIDEs are designed for young people 18-25 y/o with no diploma or other qualification or on the verge of marginalisation. EPIDEs provide them with free residency training. They enjoy special status and sign a volunteer contract for integration over a period of 8 months. The average duration of contracts is 10 months and cannot be extended beyond 24 months. **Young people concerned receive a monthly allowance** of 210 euros;

• **Service Militaire Adapté** [6]

_Service Militaire Adapté_ (SMA - Adapted military service) is under the aegis of the ministry in charge of overseas French territories. It is a military scheme for socio-professional integration designed for young people 18-26 y/o who are the furthest removed from the world of work in Overseas France. Lasting for six to eight months and renewable, such service is attested by obtainment of certificate of professional aptitude (CAPI certificat d’aptitude personnelle à l’insertion). Young people concerned have the status of army volunteers and receive military mentoring that includes training in interpersonal skills in professional environments, “second-chance” education leading to acquisition of basic knowledge, and a qualifying training programme.

_Flexicurity measures focusing on young people_

The public authorities have introduced flexicurity measures and, more specifically, schemes enabling easier professional transition, which, although not specifically intended for young people, are open to them all the same. Such is the case with the “right to vocational training” [7] provided for in the law bearing on employment security [8] of 14 June 2013, which imposes creation of a CPF – Personal training account (compte personnel de formation) that employees make use of throughout their lives, as well as with Professional development counselling (CEP conseil en évolution professionnelle), a free, personalised support scheme for anyone wishing to take stock of their professional situation.

Another scheme, the Activity bonus (Prime d’activité), introduced on 1 January 2016, provides support to professional activity and to the purchasing power of employees earning under 1,500 euros a months. It takes the form of a bonus complementing professional incomes, paid out by the Family allowance fund (See Glossary) [1]. Students and apprentices may also be eligible if they can show proof of adequate income from work for the quarter concerned. A million young people are eligible for this Activity bonus.
Reconciliation of private and working life for young people

In order to facilitate young peoples’ professional integration, measures have been introduced that aim to reconcile their professional and home lives, covering the fields of accommodation, healthcare and family life, and including:

- **The guarantee Visale**[^11] is a public scheme that allows students, without conditions of resources, to obtain a free rental deposit for any type of housing.
- Day nurseries to aid professional integration (Crèches à vocation d’insertion professionnelle[^12]), which provide support and childminding facilities, in particular for single mothers and parents who need time to look for employment;
- Young workers ("Jeunes travailleurs")[^13] hostels: residences that rent out rooms to young people 16-25 (sometimes 30) y/o, in particular those in training programmes (apprenticeships, work/study or traineeships) and salaried students, those who are working their first (CDD/CDI) jobs or are looking for work following completion of their studies;
- Introduction of a gap year (année de césure[^14]), which allows students to suspend their studies for a period of between 6 months and a year in order to gain personal, professional or volunteer experience in France or abroad. Such “break” years contribute to maturation of career choices, personal development and acquisition of new skills.

### Funding of existing schemes/initiatives

The public credits devoted to the funding of vocational training are included in the draft financial laws (see Glossary[^1]) under the programs 102 “Access and return to employment”[^15],[^16] and 103 “Accompaniment of economic changes and development of employment”[^17] which aim at developing skills, including for long-term job-seekers and unskilled youth, facilitating their access to employment and promote job-creating growth.

For the year 2018, the budget of these two programs amounts to € 13.8 billion.

**Source:** Draft financial Law 2018 « Labour and Employment »

### European funds

France is also using European schemes to support its national employment policies: the Youth Employment Initiative one of the main EU financial resources to support the implementation of Youth Guarantee[^18] schemes (That is the Guarantee for youth) and the European Social Fund another financial instrument for supporting jobs.

In 2014-2020, the ESF[^19] in France has a budget of 6 billion euros (24% of the total European structural investment funds), including 310 million euros dedicated to the Initiative for the youth employment.
Quality assurance

The only set procedures for monitoring or evaluating the quality of policy measures are the quantitative and qualitative evaluations carried out by observatories, laboratories, INSEE (See 1.7 [20]) and ministerial statistics departments such as MEOS_studies, observation and statistics mission(mission des études, de l’observation et des statistiques /) at the INJEP_National institute for youth and non-formal education and DARES (See 3.2 [21]), which produce studies on and analyses of the various employment schemes used by the public authorities in drawing up some of their programmes and schemes.