

Guide for Local Mapping and Needs Analysis Based on Good Practices

This guide provides a practical framework for mapping local youth employment and guidance services and conducting needs analyses. It presents good practices from Stronger Project partners and summarises key findings from their mapping exercises, offering valuable insights for enhancing youth employment support across Europe.

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Preface to the Stronger Project "Guide for Local Mapping and Needs Analysis Based on Good Practices"

The Stronger Project is an innovative initiative funded by the European Union's Erasmus+ program. It brings together a consortium of partners from four countries—France, Italy, Ireland, and Spain—to enhance and strengthen youth employment and guidance services.

Project Aims

The Stronger Project aims to:

1. Improve the quality and effectiveness of youth employment support services. This aim includes enhancing guidance methodologies, developing innovative training programs, and promoting stakeholder collaboration.
2. Foster the creation of integrated multi-stakeholder ecosystems at the local level. This aim involves bringing together various actors, such as government agencies, NGOs, educational institutions, and employers, to provide comprehensive support to young people.
3. Address common lifelong guidance challenges faced by young people across Europe. This aim includes supporting young people in their transition from education to work, promoting lifelong learning, and addressing the needs of vulnerable groups.
4. Develop and disseminate good practices in youth employment support. This aim involves identifying and documenting successful initiatives from each partner country and sharing them with a wider audience.

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Project Development

The Stronger Project has been under development since November 2023, with partners actively engaged in research, mapping exercises, and developing resources and tools. The project has involved:

- Conducting local mapping and needs analyses in each partner country. This research has helped to identify key challenges, opportunities, and good practices in youth employment support.
- Developing a "Guide for Local Mapping and Needs Analysis Based on Good Practices." This guide serves as a practical resource for partners and stakeholders to conduct their own mapping exercises and develop effective interventions.
- Organising workshops and training sessions for stakeholders. This provision has facilitated knowledge sharing, capacity building, and the exchange of good practices.
- Creating a network of experts and practitioners in the field of youth employment. This network will support the long-term sustainability of the project's outcomes and promote continued collaboration.

Project Funding

The Stronger Project is funded by the European Union's Erasmus+ program, which supports education, training, youth, and sports initiatives across Europe.

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Introduction

The "Guide for Local Mapping and Needs Analysis Based on Good Practices" has been developed as a core resource for the Stronger Project partners. This guide aims to equip partners with the knowledge and tools necessary to conduct comprehensive local mapping and needs analyses in the realm of employment and guidance services for youth.

Target Audience:

This guide is designed for Stronger Project partners and local stakeholders supporting youth employment and guidance services. This includes:

- Representatives from government agencies (e.g., employment services, education departments)
- Non-governmental organisations (NGOs) working with youth
- Educational institutions (e.g., schools, vocational training centres)
- Youth workers and career counsellors
- Researchers and policymakers in the field of youth employment

Structure of the Guide:

The guide is structured in a step-by-step format, moving from initial groundwork to presenting findings and potential action plans. The sections are as follows:

1. Introduction: Sets the stage for the guide and its purpose.
2. Guidelines on How to Do the Mapping: Provides detailed instructions on conducting local mapping, including defining scope, data collection methods, stakeholder analysis, and reporting.
3. Good Practices: Showcases exemplary practices in youth employment support from each partner country.
4. Summary of the Mapping Completed by Each Partner: Summarises key findings and insights from each partner's mapping exercise.
5. Conclusion: Offers concluding remarks and encourages collaborative action.
6. Appendices: Includes supplementary materials and resources.

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Guidelines on How to Do the Mapping

This section provides a step-by-step framework for conducting effective local mapping and needs analysis of employment and guidance services for youth.

Step 1: Define the Scope

Geographical Area: Clearly define the geographical area for your mapping exercise. This could be a city, a region, or a specific community. Consider the area's unique characteristics, such as demographics, economic conditions, and existing service provision.

Target Groups: Identify the specific target groups within the chosen area. This could include youth of a specific age range, educational background, employment status, or those facing particular challenges (e.g., NEETs, youth with disabilities, immigrant youth).

Areas of Focus: Determine the key focus areas for your mapping exercise. This could include:

- o **Skills gaps:** Identify the skills in demand in the local labour market and assess whether young people possess those skills.
- o **Service provision:** Map the existing employment and guidance services available to youth, including government agencies, NGOs, educational institutions, and private providers.
- o **Stakeholder engagement:** Identify key stakeholders involved in youth employment support and analyse their roles, influence, and potential for collaboration.
- o **Barriers and challenges:** Identify the obstacles and challenges young people face in accessing employment and guidance services.
- o **Good practices:** Identify and document good practices that can be shared and replicated in youth employment support.

Step 2: Data Collection

Methods: Choose appropriate data collection methods based on your target groups, focus areas, and available resources. Common methods include:

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- **Surveys:** Gather quantitative data from a large sample of youth or stakeholders.
- **Interviews:** Conduct in-depth interviews with key stakeholders or youth to gather qualitative insights.
- **Focus groups:** Facilitate group discussions with youth or stakeholders to explore specific topics in detail.
- **Desk research:** Analyse existing data and reports from government agencies, research institutions, and NGOs.

Tools: Develop data collection tools tailored to your specific needs, such as questionnaires or interview guides. Ensure that the tools are clear, concise, and culturally appropriate.

Sampling: If using surveys, select a representative sample of your target population to ensure the validity of your findings.

Ethics: Obtain informed consent from all participants and ensure the confidentiality and anonymity of their responses.

Step 3: Stakeholder Analysis

Identification: Identify key stakeholders involved in youth employment support, including:

- Government agencies (e.g., employment services, education departments)
- NGOs and community organisations
- Employers and industry associations
- Educational institutions
- Youth workers and career counsellors

Mapping: Create a visual map or diagram illustrating the relationships between different stakeholders. This can help you understand the flow of information, resources, and influence within the ecosystem.

Analysis: Analyse the roles, interests, and influence of each stakeholder. Consider their potential for collaboration and their potential impact on youth employment outcomes.

Step 4: Data Analysis and Interpretation

Qualitative Data: Analyse qualitative data from interviews and focus groups to identify key themes, patterns, and insights. Use coding techniques to organise and categorise the data.

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Quantitative Data: Analyse quantitative data from surveys using statistical methods to identify trends, correlations, and significant findings.

Interpretation: Combine qualitative and quantitative data to draw meaningful conclusions about the local employment and guidance landscape. Identify key needs, gaps, and opportunities for improvement.

Step 5: Reporting and Dissemination

Structure: Structure your mapping report in a clear and logical manner. Include sections on methodology, findings, conclusions, and recommendations.

Visualisations: Use visualisations, such as maps, charts, and graphs, to present your findings in a clear and engaging way.

Dissemination: Share your report with relevant stakeholders, including government agencies, NGOs, employers, and educational institutions. Use various channels, such as presentations, workshops, and online platforms, to reach a wider audience.

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Good Practices

This section showcases exemplary practices in youth employment support identified and submitted by each partner country. These practices offer valuable insights and inspiration for developing and enhancing local services and demonstrate the diverse and innovative approaches being taken to support youth employment across the Stronger Project partner countries.

France

Establishing an Effective and Inclusive Employment Hub in Val-de-Reuil:

Description: The city of Val-de-Reuil has established a comprehensive employment hub that brings together various stakeholders to provide integrated support for young job seekers. The hub offers a range of services, including career counselling, job search assistance, training opportunities, and support for entrepreneurship.

Key Outcomes: The hub has successfully increased youth employment rates, improved skills development, and fostered a stronger sense of community engagement in addressing youth unemployment.

France Travail reinforced support in job search for young people between 16 and 30 years:

Description: France Travail, the national employment agency, has implemented a program to provide reinforced support for young people aged 16-30 in their job search. This includes personalised guidance, skills assessments, job matching services, and access to training opportunities.

Key Outcomes: The program has improved job placement rates for young people and has helped reduce youth unemployment.

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Italy

Municipality of Naples - Department of Youth Policies:

Description: The Department of Youth Policies in Naples provides guidance, training, and skills development actions for young people in neighbourhoods at risk of crime. This includes training courses, scholarships for study abroad programs, and establishing FabLabs for skills development in innovation districts.

Key Outcomes: The initiative has helped young people at risk to regain self-confidence, improve their skills, and find employment opportunities, contributing to a reduction in youth crime and social exclusion.

Associazione Apogeo ETS:

Description: This cultural association promotes and enhances youth creativity through visual and musical culture. They develop educational projects, cultural events, artistic events, and video and music productions and offer free professional training in the audiovisual and film production sectors.

Key Outcomes: The association has helped young people from disadvantaged backgrounds to develop their creative talents, gain professional skills, and find employment opportunities in the cultural and creative industries.

Ireland

Cabra for Youth Employment Program:

Description: This program provides a structured approach to guiding young people through personal development and employment readiness. They offer practical skills workshops, mentoring, and partnerships with local businesses for job placements.

Key Outcomes: The program has achieved a high success rate in helping young people secure employment or further education opportunities.

Youth Empowerment and Employment Initiative:

Description: This initiative empowers youth through personal development workshops and tailored job-seeking support. They offer workshops on essential

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life skills and career development and connect youth with potential employers through job fairs and networking events.

Key Outcomes: The initiative has significantly improved participants' job application success rates and has fostered strong relationships with local employers.

Spain

YEP Project (Femxa):

Description: The YEP Project aims to improve the employability of young people who are not in education, employment, or training (NEETs). It provides personalised itineraries that include training, mentoring, and internships to help them integrate into the labour market.

Key Outcomes: The project has successfully supported NEETs in gaining skills, confidence, and work experience, leading to increased employment opportunities.

Guidance and Training Itineraries for Youth (Colegio de Sociólogos):

Description: The Colegio de Sociólogos offers guidance and training itineraries for young people to improve their employability and career prospects. These itineraries include personalised assessments, skills development workshops, and job search assistance.

Key Outcomes: The program has helped young people to make informed career choices, develop relevant skills, and successfully navigate the job market.

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Summary of the Mapping

This section provides a concise overview of the mapping exercises conducted by each Stronger Project partner. It highlights key findings, challenges, and opportunities identified in each country, offering a comparative perspective on the diverse landscape of youth employment support services.

France

Organisation: ANI International

Methodology: Focus group with Montreuil stakeholders and interviews with Val de Reuil stakeholders.

Key Stakeholders: Municipality of Val de Reuil, Hub Emploi, SOS Interim, Point Jeunesse Val de Reuil, CFA, Académie de Normandie, Adequation Développement.

Key Findings:

- o There is a need for a unique physical place that young people can reach.
- o There is a need for a common project to pool resources and expertise.
- o Structured players (like Hub Emploi) are important to facilitate cooperation.
- o A physical structure in Val de Reuil where the Cité de Métiers' methodology can be implemented is the best answer to all the problems young people experience in this territory.

Challenges:

- o Little interest from young people to change their situation.
- o Existing difficulty in matching labour supply and demand.
- o Economic difficulties that some families face.
- o Language barrier between mediators and families.

Opportunities:

- o Stakeholders are willing to cooperate and work together to implement the Cité de Métiers' methodology.
- o Introduction of the "citizen's permit" has increased young people's involvement in voluntary work.

Italy

Organisation: Città della Scienza

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Methodology:

Interviews with key stakeholders.

- o Chiara Marciani, Councillor Department of Youth Policies of the Municipality of Naples.
- o Andrea De Rosa, director and CEO of Audiovisual Napoli Hub, Apogeo Records, Upside Production.
- o Susy Galeone, human resources and training manager in the "La Paranza" association.
- o Lucia Esposito, professor and trainer in the field of guidance.
- o Angela Orabona, OrientaLife project manager - Regional School Office for Campania.
- o Antonella Ciaramella, Orientation Department of the Campania Region.

Key Findings:

- o There are two main categories of young people: those who are disoriented and those who know what they want but lack the tools to achieve their goals.
- o That adults cannot always provide adequate answers to young people's needs.
- o Young people need to develop transversal skills.
- o Trainers must possess the necessary skills to guide young people.
- o The importance of urban regeneration initiatives.
- o There is a need for self-knowledge and soft skills development.
- o Innovative activities are needed to bring together labour supply and demand.
- o The family and social context play a key role in determining the future of the younger generations.
- o The importance of individualised reception and openness between institutions.
- o The Widespread distrust of public institutions.
- o The need for skills validation and training.
- o The importance of networking and cooperation.
- o That the educating community should focus on grasping the abilities of young people.
- o New generations have needs still unknown to political decision-makers and public administrations.

Challenges:

- o Difficulties in finding locations for activities.
- o Disorientation of young people and distrust of public institutions.

Opportunities:

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- o Strong stakeholder involvement and willingness to collaborate.
- o Potential for urban regeneration initiatives and networking.

Ireland

Organisation: Redial Partnership CLG

Methodology: Interviews with key stakeholders.

- o Core Youth Service
- o Intreo Centres
- o Skillnet Ireland
- o Cabra for Youth
- o Department of Social Protection
- o Department of Further and Higher Education, Research, Innovation and Science
- o Dublin City Council
- o Tusla - Child and Family Agency
- o SpunOut.ie
- o Youth Work Ireland
- o Afri (Action from Ireland)
- o Comites Irlanda

Key Findings:

- o Youth services are a mix of government agencies, NGOs, and community groups.
- o The target population is 10-25, with a mix of in-person and online services.
- o Most services are in Dublin City, with national coverage for some.
- o Services range from basic youth work to employment and income support.

Challenges:

- o Funding
- o Stereotypes
- o Ironing out expectations
- o GDPR

Opportunities:

- o Strong stakeholder willingness to collaborate.
- o Potential to enhance youth-specific services and foster deeper collaboration.

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Spain

Organisation: Femxa

Methodology: Interviews with key stakeholders.

- o Madrid City Council
- o NGOs offering employment services to young people at risk of vulnerability.
- o Universities of the Community of Madrid.
- o Official Association of Sociologists of the Community of Madrid.
- o General Foundation of the University of Alcalá.
- o Training and Employment Agency of the Community of Madrid.

Key Findings:

- o The "Guide for the Incorporation of the Gender Perspective in Actions in the Field of Youth" is a good practice that promotes gender equality in youth employment programs.
- o The YEP Project is a good practice that supports NEETs in gaining skills and finding employment.
- o The "Training and Guidance Itineraries for Youth" is a good practice that offers personalised guidance and training to improve youth employability.

Challenges:

- o Lack of coordination among stakeholders.
- o Difficulties in reaching specific target groups, such as NEETs and young people at risk of vulnerability.

Opportunities:

- o Potential for developing innovative training programs and guidance services.
- o Strong interest in collaboration among stakeholders.

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Comparative Analysis

The mapping exercises conducted by the Stronger Project partners reveal a diverse landscape of youth employment support services across Europe. While each country faces unique challenges and opportunities, some common themes emerge:

Need for Coordination: There is a need for greater coordination among stakeholders to avoid duplication and ensure that services reach the young people who need them most.

Targeted Approaches: Tailored approaches are needed to address the specific needs of different target groups, such as NEETs, youth with disabilities, and immigrant youth.

Skills Development: Skills development is a key priority, with a focus on both technical skills and transversal skills, such as communication, problem-solving, and teamwork.

Innovation: There is a need for innovative approaches to youth employment support, such as developing digital tools, online platforms, and personalised guidance systems.

- **Collaboration:** Collaboration among stakeholders is essential for creating a comprehensive and effective ecosystem for youth employment support.

This comparative analysis provides valuable insights for policymakers, practitioners, and researchers working in youth employment. It highlights the importance of sharing good practices, learning from each other's experiences, and working together to address the challenges faced by young people across Europe.

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Conclusion

This guide has provided a comprehensive framework for conducting local mapping and needs analysis in the context of youth employment and guidance services. By following the step-by-step guidelines, other organisations can better understand the challenges and opportunities in their respective regions and contribute to developing more effective and integrated support systems for young people.

The good practices identified by each partner showcase the diverse and innovative approaches being taken to address youth employment challenges across Europe. These examples offer valuable inspiration and demonstrate the potential for cross-partner learning and collaboration.

The summary of mapping exercises conducted by each partner highlights the importance of understanding the local context, engaging with key stakeholders, and tailoring interventions to specific needs. The comparative analysis reveals common themes, challenges, and opportunities for sharing knowledge and developing joint solutions.

Key Takeaways:

- 1. Local mapping is an essential tool for understanding the needs and gaps in youth employment support services.*
- 2. Effective mapping requires a clear scope, appropriate data collection methods, and comprehensive stakeholder analysis.*
- 3. Good practices from different countries offer valuable insights and inspiration for developing innovative solutions.*
- 4. Collaboration and knowledge sharing among stakeholders are crucial for creating a robust support ecosystem for young people.*

Call to Action:

We encourage Stronger Project partners and other stakeholders to use this guide actively in their local contexts and to share their experiences and lessons learned with the partnership. By working together and building on each other's strengths, we can create a stronger and more inclusive future for young people across Europe.

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Appendix A

This appendix provides examples of data collection tools that can be adapted and used for local mapping and needs analysis exercises.

Sample Questionnaires

Questionnaire for Youth:

1. Demographics:
 - o Age:
 - o Gender:
 - o Education level:
 - o Employment status:
2. Needs and Challenges:
 - o What are your main challenges in finding or keeping a job?
 - o What kind of support would be most helpful to you in your job search or career development?
 - o What are your aspirations for your future career?
3. Service Awareness and Utilisation:
 - o Are you aware of any employment or guidance services available in your area?
 - o If so, which services have you used?
 - o How satisfied were you with the services you used?
4. Skills and Training:
 - o What skills do you think are most important for getting a job in your field of interest?
 - o What kind of training or education would you like to pursue to improve your employability?
5. Open-ended feedback:
 - o Do you have any other comments or suggestions regarding employment and guidance services for youth in your area?

Questionnaire for Stakeholders:

1. Organisation:
 - o Name of organisation:

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- o Type of organisation (e.g., government agency, NGO, educational institution):
 - o Mission and objectives:
2. Services:
- o What specific services do you offer to support youth employment and career development?
 - o How are your services delivered (e.g., in-person, online, group sessions)?
 - o What are the main target groups for your services?
3. Needs and Challenges:
- o What are the main needs and challenges young people in your area face regarding employment and career development?
 - o What are the biggest barriers preventing young people from accessing your services?
4. Collaboration:
- o Do you collaborate with other organisations to provide services to youth?
 - o If so, which organisations do you collaborate with?
 - o What are the benefits and challenges of collaboration?
5. Open-ended feedback:
- o Do you have any suggestions for improving employment and guidance services for youth in your area?
 - o What role does your organisation play in a multi-stakeholder ecosystem for youth employment support?

Interview Guides

Interview Guide for Youth:

1. Tell me about your experiences looking for a job or pursuing your career goals.
2. What are the biggest challenges you have faced?
3. What kind of support has been most helpful to you?
4. What are your aspirations for your future career?
5. What suggestions do you have for improving employment and guidance services for young people?

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Interview Guide for Stakeholders:

1. Can you describe your organisation's mission and objectives in relation to youth employment support?
2. What specific services do you offer to young people?
3. How do you identify and reach out to young people who need your services?
4. What are the main challenges you face in providing services to youth?
5. How do you collaborate with other organisations to support young people's employment and career development?
6. What are your suggestions for improving the overall support ecosystem for young people?

Focus Group Discussion Protocols

Focus Group with Youth:

- o Icebreaker activity to introduce participants and create a comfortable atmosphere.
- o Open-ended questions to explore youth experiences, needs, and challenges related to employment and career development.
- o Brainstorming session to generate ideas for improving services and creating a more supportive environment for young job seekers.
- o Wrap-up discussion to summarise key themes and gather final feedback.

Focus Group with Stakeholders:

- o Introduction of participants and their organisations.
- o Presentation of key findings from the mapping exercise.
- o Open discussion to explore stakeholder perspectives on the needs and challenges identified.
- o Collaborative brainstorming to identify potential solutions and strategies for improving service coordination and effectiveness.
- o A wrap-up session will be held to summarise key takeaways and agree on the next steps.

These sample questionnaires, interview guides, and focus group protocols can be adapted and customised to fit the specific needs of each local mapping and needs analysis exercise.

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Appendix B: Stakeholder Analysis Tools

This appendix provides a selection of tools that can be used to conduct stakeholder analysis during the mapping process.

Stakeholder Mapping Templates

Stakeholder mapping templates help visually represent the key stakeholders in the local ecosystem and their relationships. These maps can be simple or complex, depending on the level of detail required.

Example Template:

Stakeholder	Type	Role	Influence	Interest	Potential for Collaboration
Department of Social Protection	Government Agency	Provides employment services and benefits	High	High	Strong
Local NGO	Non-profit Organization	Offers youth training and mentoring	Medium	High	Strong
Industry Association	Employer Group	Represents local businesses	Medium	Medium	Moderate
School Guidance Counselor	Education Sector	Provides career advice to students	Low	High	Strong

Stakeholder Engagement Matrices

Stakeholder engagement matrices help analyse different stakeholders' current levels of engagement and identify opportunities for increasing their involvement.

Example Matrix:

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Stakeholder	Current Engagement Level	Desired Engagement Level	Strategies for Increased Engagement
Local Employer	Information Sharing	Collaboration on training programs	Invitations to workshops, presentations of benefits
Community Leader	Consultation	Active participation in decision-making	Inclusion in steering committees, co-creation of projects
Youth Representative	Passive participation	Leadership role in youth-led initiatives	Mentorship opportunities, platforms for youth voice

Power-Interest Grids

Power-interest grids categorise stakeholders based on their power level and interest in the initiative. This helps prioritise engagement efforts and tailor communication strategies.

Example Grid:

Stakeholder Category	Power	Interest	Engagement Strategy
High Power, High Interest	Manage Closely	Key decision-makers, active involvement	
High Power, Low Interest	Keep Satisfied	Potential blockers, address concerns	
Low Power, High Interest	Keep Informed	Supporters provide regular updates	
Low Power, Low Interest	Monitor	Minimal effort, general awareness	

By utilising these stakeholder analysis tools, Stronger Project partners can effectively identify, map, and engage with key stakeholders to foster collaboration and ensure the successful implementation of youth employment initiatives.

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Appendix C: Reporting Templates

This appendix provides templates and guidelines to help partners structure their mapping reports and effectively communicate their findings.

1. Mapping Report Outline

Executive Summary: A concise overview of the key findings and recommendations.

Introduction: Background information on the mapping exercise, including the geographical area, target groups, and objectives.

Methodology: Description of the data collection methods, stakeholder analysis techniques, and data analysis procedures used.

Findings: Presentation of the key findings, including:

- o Overview of the local employment and guidance landscape
- o Needs and challenges faced by young people
- o Strengths and weaknesses of existing services
- o Opportunities for improvement

Good Practices: Showcase of exemplary practices identified locally or from other partner countries.

Conclusions: Summary of the main takeaways from the mapping exercise and their implications for policy and practice.

Recommendations: Specific, actionable recommendations for strengthening youth employment support services and fostering stakeholder collaboration.

Appendices: Supplementary materials, such as data tables, stakeholder maps, and resource links.

2. Presentation Templates

PowerPoint or Google Slides: Use a visually appealing template with clear headings, concise bullet points, and relevant visuals (e.g., charts, graphs, photos) to present key findings and recommendations to stakeholders.

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Storytelling: Consider using a storytelling approach to engage the audience and illustrate the impact of the findings on young people's lives.

Interactive elements: Incorporate interactive elements like polls or Q&A sessions to encourage audience participation and gather feedback.

3. Infographic Design Guidelines

Visual Hierarchy: Use headings, subheadings, and visual cues to guide the reader's eye and highlight key information.

Data Visualisation: Choose appropriate charts and graphs to represent data clearly and concisely.

Colour Palette: Use a limited colour palette to create a cohesive and visually appealing design.

Icons and Illustrations: Use icons and illustrations to enhance understanding and engagement.

Call to Action: Include a clear call to action to encourage stakeholders to take action based on the findings.

By utilising these reporting templates and guidelines, Stronger Project partners can effectively communicate their mapping results to a wider audience and advocate for positive change in the youth employment landscape.

Appendix D: Resource Links

This appendix provides helpful resource links related to youth employment support, guidance services, and stakeholder engagement.

Websites and Online Platforms

- European Youth Portal: https://europa.eu/youth/home_en
- Eurodesk: <https://www.eurodesk.eu/>

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- European Centre for the Development of Vocational Training (Cedefop): <https://www.cedefop.europa.eu/en>
- International Labour Organization (ILO): <https://www.ilo.org/global/lang--en/index.htm>
- OECD Youth Employment: <https://www.oecd.org/employment/youth-employment/>

Reports and Publications

- European Commission: "Youth Employment Support: A European Perspective"
- ILO: "Global Employment Trends for Youth"
- OECD: "Investing in Youth: Ireland"

Online Tools and Platforms

- Google Maps: <https://www.google.com/maps> (for stakeholder mapping)
- Canva: <https://www.canva.com/> (for infographic design)
- SurveyMonkey: <https://www.surveymonkey.com/> (for online surveys)

This list of resource links provides a starting point for partners to access further information and support in their efforts to strengthen youth employment and guidance services.

Appendix E: Glossary of Terms

This glossary provides definitions of key terms used throughout the guide, ensuring a common understanding among Stronger Project partners and stakeholders.

Cité des Métiers (CdM): A physical space that offers comprehensive and personalised guidance services to individuals of all ages and backgrounds, helping them navigate their career paths and access employment opportunities.

Employability: The combination of skills, knowledge, attitudes, and behaviours that enable individuals to secure and maintain employment and progress in their careers.

Guidance Services: A range of services that support individuals in making informed decisions about their education, training, and career paths. These services may include

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career counselling, skills assessment, job search assistance, and information on learning opportunities.

Lifelong Learning: The ongoing process of acquiring new knowledge and skills throughout life, both for personal and professional development.

Mapping: Identifying and documenting the key actors, services, and resources available in a specific geographical area or sector.

Multi-stakeholder Ecosystem: A network of individuals, organisations, and institutions that interact and collaborate to achieve a common goal, such as improving youth employment outcomes.

NEETs: Young people who are Not in Education, Employment, or Training.

Skills Gap: A mismatch between the skills possessed by job seekers and the skills demanded by employers.

Stakeholder: Any individual, group, or organisation interested in or affected by a particular initiative or project.

Transversal Skills: Skills that are applicable across a range of jobs and sectors, such as communication, problem-solving, teamwork, and critical thinking.

Youth Employment: The employment of young people, typically those aged 15-24.

Youth Guarantee: A European Union initiative that aims to ensure that all young people under 25 receive a good-quality offer of employment, continued education, an apprenticeship, or a traineeship within four months of becoming unemployed or leaving formal education.

This glossary provides a shared vocabulary for Stronger Project partners and stakeholders, facilitating clear communication and collaboration in their efforts to support youth employment and career development.

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Appendix F: Bibliography

This appendix lists the primary references cited throughout the guide, providing a comprehensive resource for partners seeking further information.

Reports and Policies

- European Commission. "Youth Employment Support: A European Perspective." Publication Office of the European Union, 2023.
- International Labour Organization. "Global Employment Trends for Youth." ILO, 2024.
- Organisation for Economic Cooperation and Development. "Investing in Youth: Ireland." OECD, 2023.

Websites and Online Resources

- European Youth Portal. Accessed November 15, 2024.
https://europa.eu/youth/home_en

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