



EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION

Investment
ESF and FEAD: Policy and Legislation

Pilot Joint Action Plans

Following a call for proposals launched in 2018, the Commission awarded **two pilot [Joint Action Plans](#)**: "Tilburg for NEETs and Migrants" in **The Netherlands** and "Training2work: joint action plan increase VET students' employability and facilitate their transition to the labour market" in **Portugal**¹.

Their **implementation will run from January 2019 until June 2020** and will be closely monitored by F1.

On 7 March, project promoters from both countries will present the key aspects of their actions and discuss the content and the approach of the two pilot JAPs with colleagues from concerned EMPL units.

Below you can find a short description of the main characteristics of each pilot JAP:

Training2Work – Portugal

Challenge to be addressed:

Data from the Portuguese Public Employment Service show that the employment rate linked to Apprenticeship Courses evaluated 6 months after the end of the training was 33% in 2014.

The **main goals** of this pilot JAP are to:

- Test the JAP mechanism and focus on the impact of the action rather than on documenting the incurred expenditure related to it;
- Increase VET students' employability and facilitate their transition to the labour market, thus supporting the achievement of EU Council Specific Recommendations for Portugal, as well as the priorities stressed both in the latest Youth Guarantee Country Fiche for Portugal and in the Skills Agenda.

¹ A JAP enables Member States to implement parts of one or more operational programmes using a results-oriented approach towards a pre-defined goal. Its focus on results is ensured because it has a coherent intervention logic and makes use of SCOs (further information on JAPs can be found [here](#)). The pilot JAPs are financed through COM technical assistance under direct management. Rules are largely based on the relevant rules on JAPs set out the CPR.

Consortium partners will aim to achieve these goals by:

- Improving apprenticeships and on-the-job training quality for 200 VET students;
- Increasing 200 VET students' transversal skills

In order to tackle the issue with an innovative and integrated approach, two complementary actions will be implemented:

- a) Observation and support to on-the-job training tutors;
- b) Individualised support and group training for VET students attending the final year of their training course

The actions will be implemented in 5 vocational training centres in Lisbon and in the Central Region of Portugal, thus covering a number of different areas in an integrated and transversal approach.

The Consortium

Lead beneficiary:

- Portuguese Institute of Employment and Vocational Training (IEFP – the Portuguese national PES)

Other partners:

- Portuguese Catholic University
- MAZE IMPACT (Lisbon-based social finance intermediary)
- TEZE (Portuguese development association)

Under a JAP, **reimbursement by the Commission to the beneficiary is strictly based on the outputs and/or the results achieved, thus focusing on the impact of an action** rather than on tracing every euro of co-financed expenditure to individual supporting documents.

In this case, a separate budget per action has been established and reimbursement will be made based on pre-defined unit costs if the following conditions have been fulfilled:

- Action A (working with tutors) → reimbursement based on outputs:
 - number of on-the-job training tutors participating in observation and/or support activities;
- Action B (working with VET students) → reimbursement based on outputs and results:
 - number of VET students enrolling in one or more activities of the pilot JAP;
 - number of VET students entering the labour market 3 months upon completion of the training programme

For each output and result expected, a very specific audit trail has been set ex-ante. The audit trail forms an integral part of the grant agreement. This will be the only audit trail on which auditors/inspectors will perform controls.

Tilburg for NEETs and Migrants - The Netherlands

1. IMPLEMENTATION OF THE ACTION NEETS+

In the region, a small team of multidisciplinary professionals works together as the Youth Centre Mid-Brabant. They find the NEETs and work carefully on regaining their trust. This is no easy task, hence they base their work on a proven academic methodology that includes flexibility, easy access, positivity and advocacy as guiding principles. The NEETs coach conducts an intake with a NEET. As a joint effort, the coach and NEET formulate a **personal Action Plan**.

The plans form the start of one of the **three support routes** that aim to realise that a youngster is economically self-reliant and actively participating in society by being employed or starting education or a company:

1. **Personal coaching** by the NEETs coach, if necessary supported by tools like skills assessments, job-hunting and short training (short route).
2. **Intensive route** for NEETs with complex problems provided by a specialized professional. Youngsters with multiple problems are helped in their personal situation (e.g. housing, debts) with tailor-made support like life-coaching, financial training or access to healthcare.
3. **Work Experience Grant** for youngsters that are (relatively) self-supporting but lack work experience

It is crucial for young people to gain work experience. Without experience, it is hard to get a job or even an invitation for a job interview. Tilburg University and the Municipality of Tilburg jointly developed the WEG. School-leavers get a 6-month learning/working traineeship. Afterwards the youngster gets a Work Experience Certificate. The company pays a small wage and the municipality compensates part of these costs.

2. IMPLEMENTATION OF THE ACTION INTEGRATION+

The new Integration+ programme consists of three steps:

1. **Broad intake**: by the case manager of the municipality already in the asylum centre, thoroughly assessing and identifying skills, competences and interests of the migrant. For this purpose, the EU tool 'EU skills profile tool for third country nationals' will be used and feedback for potential adaptations will be provided to the EC.
2. **Orientation**: this action aims at informing the migrant about cultural and social differences and offering an orientation on the educational system and labour market.

This consists of:

- a. (online) information in the mother language about the Integration+ tracks, showing that they can start a compulsory integration course together with (voluntary) work, language and work(orientation)

- b. education skills support to provide an effective education scheme
 - c. orientation on the labour market, especially on the 4 sectors that deal with labour shortages
 - d. an integration game where migrants (in different languages) get information on expectations, rights and obligations - the game provides uniform information on differences between culture/systems/requirements in their home country and the Netherlands
 - e. writing an Action plan based on the orientation by the case manager, signed by the case manager and the migrant
3. Depending on the Action Plan, migrants start the integration programme which consists of three possible **integration tracks**:
- a. Fast track, for young migrants that have a minimum of higher secondary school - they get Dutch language courses and can start in the regular education system or follow a pre-bachelor.
 - b. Regular track, integral integration track combining compulsory language courses and volunteering, regular work or other activities, focusses on one of the four sectors (leisure, logistics, smart industry and care) meaning that the migrant learns the sector specific practicalities and vocabulary elements from day one
 - c. Skills track, illiterate migrants or migrants with a low learnability will be helped with acquiring skills and competences via a practical approach through daily activities/voluntary work/job or guidance to a work-study program.

During the Integration+ action, the migrant has one dedicated coach. Migrants can switch between one of the integration tracks so that the most effective action for the migrant is implemented.

In this case, a separate **budget per action** has been established and reimbursement will be made based on pre-defined unit costs if the following conditions have been fulfilled:

- **Action NEETs+**

Reimbursement of predefined unit cost per achieved output and/or result:

- NEETs provided **with personal action plan**
- NEETs that enter in employment, education or own business receiving **personal coaching**
- NEETs receiving **intensive support** by third party
- NEETs participating in **WEG (Work Experience Grant)**

- **Action INTEGRATION+**

Reimbursement of predefined unit cost per achieved output and/or result:

- Migrants in **Broad Intake**
- Migrants participating in **Orientation Programme**
- Migrants participating in **Integration+ Tracks**

For each output and result expected, a very specific audit trail has been set ex-ante. The audit trail forms an integral part of the grant agreement. This will be the only audit trail on which auditors/inspectors will perform controls.