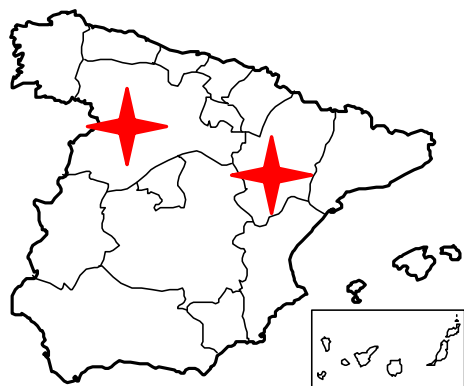


# Castilla y León and Aragón



<b>Reference</b>	EGF/2008/004
<b>Member State</b>	Spain
<b>Sector</b>	Automotive Industry
<b>Submitted to European Commission</b>	29 December 2008
<b>Total expenditure</b>	EUR 3 852 119,96
<b>EGF contribution</b>	EUR 1 926 059,98
<b>Intervention criterion</b>	Article 2 (b) Regulation (EC) No 1927/2006
<b>Period of implementation</b>	10 March 2008 to 29 December 2009
<b>Redundancies during period of reference</b>	1 082 redundancies in twelve enterprises.
<b>Active employment measures</b>	<p>Provided to 534 workers in 7 of the larger enterprises.</p> <p>Measures include:</p> <ul style="list-style-type: none"> <li>- guidance,</li> <li>- preparation of personal pathways,</li> <li>- generic and specific training,</li> <li>- support by a specialised team for re-integration,</li> <li>- incentives to support active job-searching</li> <li>- incentives for the rapid re-integration into the labour</li> </ul>

## LESSONS LEARNT / GOOD PRACTICES

- At the end of the intervention period 184 (or 35,5 %) of the assisted workers were reintegrated in the labour market, and 350 (or 65,5 %) were unemployed. This re-integration rate needs to be put in perspective against the high unemployment rate in Spain due to the financial and economic crisis.
- For the workers who did not have a job at the end of the intervention period it was felt that the EGF package of measure had increased their employability: by reinforcing their self-confidence and self-esteem, developing their autonomy and acquisition of basic competences necessary for their reintegration in the labour market, such as the identification of objectives and guidance for the planning of a personal reintegration pathway.
- The EGF is seen as an instrument that is particularly suitable for the re-integration of workers with few perspectives for a rapid reintegration. The longer support period and the available budget make it possible to offer a wider range of coaching, employment advice and training measures as well as to establish a reintegration pathway for each individual worker.
- The implementation of this project covered also the identification of job vacancies through direct contacts with a large number of enterprises in the regions concerned. The contacts with the enterprises will be maintained after the end of the implementation period, thus ensuring continuity over time for this labour market prospection.