

LUXEMBURG

Local development

Location
Redange

Programming period
2014 – 2020

Priority
P6 – Social inclusion & local development

Measure
M19 – LEADER/CLLD*

Funding (EUR)
Total budget 24 950
EAFRD 1 770
National/Regional 1 180
Private 22 000

Project duration
2020 – 2020

Project promoter
Youth & Work sàrl SIS

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* The LAG Atert-Wark is the promoter of the umbrella-project that supports this micro-project.

A project that demonstrates an innovative way to promote employment for young people through voluntary work and professional development counselling.

Summary

Three young unemployed people from rural Luxembourg gained employment during a LEADER-funded youth coaching project. It focused on supporting young people from difficult backgrounds who experienced social challenges hindering their capacity to participate in labour markets. Other project participants re-entered education and gained useful job-seeking experience.



Results

Three young unemployed people from rural Luxembourg gained employment during this RDP project.

One of the project participants was able to improve their formal education prospects during the project.

Other participants gained useful job seeking experience and the personal well-being of 11 participants rose by 60% according to their evaluation.

Lessons & Recommendations

- ❑ CAP funding can be used to help leave no one behind during rural employment initiatives.
- ❑ Dedicated counselling and specialised coaching can help build the confidence and capacity of young people, helping them overcome social challenges and improve their employment prospects.
- ❑ Social services and facilities can play key roles in strengthening the overall resilience of rural areas.
- ❑ Micro grant schemes through LEADER can help simplify and improve access to CAP funding.

Context

Luxembourg’s LAG Atert-Wark uses an ‘umbrella fund’ project to help co-finance micro rural development projects focused on social cohesion, climate change, and cultural development. Each micro project can receive a maximum of EUR 3000. One of the great benefits of this umbrella project is that it allows the LAG to reach new target groups and increase visibility of CAP funding opportunities.

According to Eurostat, in June 2020, youth unemployment in Luxembourg reached a record high of 26.9 %. The social enterprise ‘Youth & Work’ has been counselling and coaching unemployed young people since 2012, and they estimated that between 30 % - 40 % of those looking for work do not appear in the official records. School dropouts, long-term unemployed, and people in precarious life situations can experience limited options for gaining employment or accessing training. Two of the most important reasons for this are low self-esteem and the lack of positive role models. To combat youth unemployment, Youth & Work has set up a coaching programme which has supported over 2 000 young people. This programme has enjoyed a 75 % success rate and is based on the following assumptions:

- Adolescents who are in good health, overall (especially in terms of their mental health) are better able to take responsibility for their own lives in the long term.
- A holistic, relationship- and resource-oriented coaching approach can achieve measurable short- and long-term positive change for adolescents. It can help to improve their social and communication skills, their sense of responsibility, and their commitment. As a result, this programme helped about 75% of participants to successfully participate in training and the labour market.

In this context, Youth & Work decided to set up a pilot mini project, financed under the umbrella project of LAG Atert-Wark, to increase their success rate to over 80 %.

Objectives

The overall objective of this project was to secure employment and tackle social exclusion of young people in rural areas of Luxemburg. This project aimed to serve as a case study that shows how to successfully integrate young people from difficult backgrounds, who lack social skills, into the labour market. It also aimed to become an innovative demonstration initiative showing how companies can contribute to tackling local youth unemployment.

Activities

The project financed a training programme for unemployed young people. It was part of a broader local development programme of activities promoting social diversity and environmental sustainability.

Using a practice-based learning approach, the participants received coaching and mentoring - both one-to-one and as a group - from two Youth & Work coaches and from experts from the Äerdschëff (a community development organisation with access to community training facilities specialised in eco-building techniques). Project participants also received employment advice from external professionals and follow-up support for one year after the completion of their training or employment contract.

Project activities involved six stages:

Stage 1 - Project idea (spring 2020)

Youth & Work in cooperation with Äerdschëff designed the project to provide work experience for 10-15 young people for six weeks. Äerdschëff offered six construction-/maintenance-related job tasks to the participants, out of which they could choose four. In addition to this, two compulsory job tasks were added.

Stage 2 – Commencing the programme (15 October 2020)

The group gathered at the Äerdschëff construction site, where they jointly defined their work plan and the common goals they wanted to achieve. Äerdschëff provided advice to the group and each participant received support from a coach to decide which personal difficulty they wanted to address or overcome first. This process included an analysis of their competences and personality.

Stage 3 – Activities development (19 to 23 October 2020)

The group planned how they would respond to their works tasks and assignments, distributing roles within the group with guidance from Äerdschëff. Every participant, supported by their coach, set their personal and professional goals within an action plan for personal learning and development.

Stage 4 – Activities implementation (26 October 2020 – 20 November 2020)

The group undertook the work tasks with support and training from external experts and the Äerdschëff coaching team. They developed their self-awareness, self-esteem, and confidence, as well as other social skills including independence. In parallel, they received support to write job applications and to prepare for job interviews.

Stage 5 – Completion of activities and start of professional life (23 November 2020 – 27 November 2020)

Project participants completed their agreed tasks and delivered group presentations about the work. Äerdschëff, acting as client, gave their feedback, and a certificate of achievement. The participants conducted a comparative analysis of their current and former situations. They celebrated their successes and prepared their outlook and plans for the next 12 months.

Stage 6 - Follow-up (end of November 2020 – November 2021)

The programme provided ongoing individual coaching and maintained regular contact with the participants.

Main Results

13 young unemployed people participated. Three of them found a job during the project, and one participant was able to register in a school after just one week. Two young people dropped out of the programme before it ended, and all other participants have received invitations to job interviews.

The personal well-being of the 11 participants who completed the programme rose by 60% according to their evaluation. Thanks to the project’s intensive training, their work on the construction site, and the requirement to give presentations, the young people became more proactive and improved their self-confidence.

The participants fully implemented four out of the six tasks they selected. The remaining two tasks had to be abandoned due to technical reasons beyond the participants’ responsibility.

Each participant received the opportunity to measurably change their attitudes, improve their skills, become independent and improve their well-being. This consequently helped increase their chances of finding career opportunities.

“I know much better now what I can do and that I can learn difficult things.”

Participant

Key lessons

CAP funding can be used to help leave no one behind during rural employment initiatives.

Dedicated counselling and specialised coaching can help build the confidence and capacity of young people, helping them overcome social challenges and improve their employment prospects.

Social services and facilities can play key roles in strengthening the overall resilience of rural areas.

Micro grant schemes through LEADER can help simplify and improve access to CAP funding.



Additional sources of information

<https://www.facebook.com/youthandwork.lu>

<https://www.linkedin.com/in/youth-and-work-11a1a2167/>