Project partners:

MISSION LOCALE DE L'AGENAIS
ET DE L'ALBRET
France
www.missionslocales-aquitaine.org

Glotta Nova
Slovenia
www.glottanova.com

Bildungswerk
der Sächsischen Wirtschaft gGmbH
Germany
www.bsw-ggmbh.de

Centro de Supercomputación de Galicia
(CESGA)
Spain
www.cesga.es

TRANSFER Slovakia, Ltd
Slovakia
www.transfer.sk

The Reflexion Foundation
Netherlands
www.atriumbv.nl

METER Silesia, spol. s r.o.
Czech Republic
www.meter-silesia.wz.cz

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Human Concern

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YE}S

Youth Employment Support

e-Learning – Coaching –
Peer Support for SME

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The need for YES

To employ young people brings various assets to a company: fresh ideas, high motivation, flexibility and resilience and applicable knowledge related to the educational level.

On the other hand, especially for small and medium-sized enterprises (SME), insertion of young people is often a big challenge. Many young applicants are early school leavers, have failed to complete vocational education and training, and often they are socio-economically and/or personally disadvantaged.

The main aim of YES is to respond to the clear need in Europe in general and the project partners' countries in particular to strengthen staff managers' skills to interact with youth, who will make up a considerable proportion of the future skilled work force.

Who YES is for

YES is specially designed for

▶ recruiters selecting job applicants and introduce them into their company;
▶ mentors, in-company trainers of apprentices, instructors and other senior members of staff who supervise young people at work

in SME who face the following situations:

▶ They cannot fill vacancies with suitable young applicants;
▶ Many of the youngsters they employ do not match their expectations, break work contracts or do not complete training programmes or apprenticeships.

If you are responsible for inserting young people in SME and experience one of the described situations YES may be an interesting offer for you.

Pillars of the YES system

YES provides a comprehensive support system for SME recruiters and mentors responsible for the selection and insertion of young people. This system will consist of the following elements:

▶ Five blended learning modules to develop specific knowledge and competences to cope with "difficult" young trainees or employees. A flexible and time saving modular concept makes it possible to learn only what is needed. Face-to-face-learning sessions will be combined with an e-learning offer that can be used autonomously.
▶ Coaching support to assist individually in the selection of job applicants and in the first phase of employment, and mediate in conflict cases.
▶ A virtual platform including peer support facilities, e-learning material and useful resources.

The YES products and more information will be accessible at: www.youth-employment-support.eu

What YES intends to do

The main activities of the YES project between November 2007 and October 2009 are:

▶ Valuable lessons for the job insertion of young people can be learned from the experience gained in the successful European project EuroJobMediator and other initiatives: YES examines this existing pool of experience and adapts it to the learning needs of recruiters and mentors in SME.
▶ In order to develop a tailor-made support offer a thorough analysis of the specific needs of SME will be carried out.
▶ The YES system will be established and tested in Austria, France, Slovenia, Germany, Slovakia, the Netherlands and Czech Republic.
▶ The adequacy of the YES system and its effects on the relations between employers and young people will be carefully evaluated.
▶ The project results will be presented at an international dissemination conference.