

1 young person, 1 solution - youth plan

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 FRANCE

Timeline

2020 Implementation 2021 Implementation 2022 Implementation

2023 Implementation 2024 Implementation 2025 Implementation

ID number 39510

Background

The economic consequences of the health crisis are affecting young people, who are its main victims. Some of them have not been able to complete their education and acquire a qualification. Others are arriving in a labour market that has been hit hard by the economic and social crisis. Protecting the future of young people is one of the Government's top priorities and the first part of the recovery plan.

The plan was presented on 23 July 2020 by the Prime Minister, together with the Minister of Labour, Employment and Integration, the Minister of National Education, Youth and Sports, and the Minister of Higher Education, Research and Innovation; it was presented to the Council of Ministers on 28 September 2020.

Objectives

This plan reflects a strong commitment of the Government not to leave any young person without a solution, by proposing measures adapted to every situation. To address the economic and social consequences of the health crisis, actions are guided by three priorities:

- (a) facilitating entry into working life;
- (b) offering career guidance and training to 200 000 young people in the professions and sectors of the future;
- (c) supporting 300 000 young people who are long-term unemployed by building tailored pathways for professional integration.

Description

The total budget of the youth plan is EUR 6.7 billion, with measures to support young people aged 16-25 after the COVID-19 crisis. It mobilises a set of tools: hiring assistance, training, support, financial assistance for struggling young people, etc. to respond to different situations.

Under priority 1 – facilitating entry into working life;

- (a) compensation of EUR 4 000 of costs to the businesses for any young person recruited between 1 August 2020 and 31 March 2021;
- (b) exceptional support to recruit an apprentice (either in IVET or through a professionalisation contract): EUR 5000 for apprentices under the age of 18 or EUR 8 000 to recruit one over the age of 18;
- (c) the direct job + (*Emploi franc* +) scheme: between 15 October 2020 and 31 January 2021, the existing 'direct job' scheme was strengthened with the deployment of 'direct job' +, offering assistance paid to the employer, which is upgraded when they recruit a young person under the age of 26 (on a permanent or fixed-term contract of at least six months);
- (d) social missions for young people in need of meaning, with the establishment of additional civil service missions (6 to 12 months, paid) to enable young people to gain experience and skills by engaging with associations, local authorities, State services and public institutions;
- (e) creation of jobs for young people under 25 within local sports associations, as part of the action of the National Sports Agency (ANS).

Under priority 2 – orientation and training 200 000 young people into professions/sectors of the future:

- (a) 100 000 new qualifying or pre-qualifying training courses for professions of the future – through the Skills investment plan (PIC) – are offered to young people without qualifications or who failed in higher education;
- (b) more training opportunities in the care sector in order to double the training capacity for nursing assistants, nurses and carers over the next five years;
- (c) digital training for young people without qualifications;
- (d) personalised pathways for school dropouts between the ages of 16 and 18;
- (e) additional training places to continue training in higher education, acquire a vocational qualification (CAP EQF level 3 and BTS EQF level 5 qualifications) at the start of the 2020 academic year;
- (f) doubling of the number of students benefiting from the *Cordées de la Réussite* and *Parcours d'Excellence* educational programmes.

Under priority 3 – tailored pathways for professional integration of 300 000 long-term unemployed young people:

- (a) strengthening of sustainable inclusion schemes in employment: the Employment skills path (*Parcours emploi compétences*, PEC) and the Employment initiative contract (*Contrat Initiative Emploi*, CIE);
- (b) significant increase in support schemes for employment: Youth guarantee; contractualised support pathway for employment and autonomy (*Parcours contractuelisé d'accompagnement vers l'emploi et l'autonomie*, PACEA); doubling of the intensive youth support (*Accompagnement intensif jeunes*, AIJ) set up within *Pôle Emploi*.
- (c) strengthening support for young people towards qualification for employment in sports or activity management professions by financing the SESAME pathway.

The implementation of the plan will be monitored monthly with the regional prefects and be subject to regular reviews with the social partners as part of the social agenda.

2020 Implementation

A State-Regional committee on employment and training (*emploi-formation*) was set up in October to support coordination of actions launched at State- and regional levels. The measures foreseen in the plan are being rolled out.

2021 Implementation

The review of the first year was presented by the Ministry of Labour, Employment and Integration in July 2021.

More than 2 million young people have benefited from a solution included in the plan

since its launch.

Relating to priority 1:

- (a) 1.8 million young people under the age of 26 were hired on permanent or fixed-term contracts of more than three months;
- (b) 525 600 young people signed an apprenticeship contract in 2020, i.e. 42% more than in 2019.

Relating to priority 3:

- (a) 800 000 young people who are long-term unemployed joined a tailored professional integration pathway;
- (b) 350 000 young people under the age of 30 received training, 90 000 of whom received vocational training in strategic sectors (ecological transition, digital, health or industry);
- (c) 121 000 young people joined the Youth Guarantee as part of a PACEA.

A new online service, '1 young person, 1 mentor', was launched in May 2021 on the '1 young person, 1 solution' website. The scheme aims to increase the number of young people who could benefit from the support of a mentor (student, practising or retired professional) during their education pathway, in their career choices or in the professional integration phase. 100 000 young person-mentor pairs met in 2021; the target for 2022 is for 200 000 young people to benefit from the support of a mentor.

Finally, in 2021, more than 2.6 million individuals benefited from the main schemes of the '1 young person, 1 solution' plan (compared with 1.5 million in 2019), of which 727 000 were engaged in apprenticeships and 306 000 were beneficiaries of the youth recruitment assistance scheme.

2022 Implementation

From 2022 this policy development is part of the national implementation plan (NIP): measure 'Contributing to equal opportunities in all areas', actions 'National education measures for equal opportunities: Equality between girls and boys, mentoring, CAP courses in one, two or three years, compulsory training for 16-18 year olds' and 'Measures to support entry into training'.

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Relating to priority 1:

The special aid for hiring apprentices has been extended throughout 2022. In 2023, these supports continue at a flat rate of EUR 6 000. As of the end of October 2022, 767 200 apprenticeship contracts had been signed since the beginning of the year, an increase of 14.1% compared to the same period in 2021.

Mentoring continues to be developed, with the launch of a third call for projects for the '1 young person, 1 mentor' scheme.

Employment assistance, support and training schemes have continued to develop and have helped a large number of people. The effects of the '1 young person, 1 solution' plan remain difficult to measure despite the fact that the labour market for young people is positive, notably because of the historically high employment rates. The least qualified young people, a priority target of the plan because they are apparently the most vulnerable to the effects of the 2020 crisis, have been more numerous in the schemes since 2019, but the growth in their rate of access to support and training schemes has been lower than for young people overall.

2023 Implementation

As part of the monitoring of the national France Relance plan, its Evaluation Committee provided an in-depth assessment of the '1 young person, 1 solution' initiative, detailing its effectiveness and impact on youth employment strategies. Among its conclusions, the report highlighted that exceptional subsidies for apprenticeship schemes (professionalisation and apprenticeship contracts) accounted for around 80% of spending under the '1 young person, 1 solution' plan between 2020 and 2022. In 2022, the increase in apprenticeship enrolments contributed to half of the increase in the youth employment rate. In contrast, all other measures under the '1 young person, 1 solution', which aim to facilitate young people's entry into the labour market and support those furthest from employment, saw a decline in enrolments in 2022.

2024 Implementation

The *1 young person, 1 solution* plan has been renewed for 2024, continuing its commitment to support youth employment and integration initiatives.

The National Union of Local Missions (UNML) published the first report of the National Observatory of the Local Missions Network. The publication provides an overview of support measures for young people, local experimental initiatives and specific actions targeting minors subject to the training obligation introduced in 2020. It also highlights cooperation between Local Missions, institutional partners and grassroots actors.

2025 Implementation

At the National Employment Committee (CNE) meeting on 16 July 2025, the Ministers in charge of Education, Youth and Labour presented the government's new strategy to promote youth employment.

Faced with persistent integration challenges for a significant share of young people—around 1.4 million aged 15–29 are currently not in employment, education or training (NEETs) — this strategy builds on the *1 young person, 1 solution* plan and aims to deliver an ambitious, structured, territorial and cross-ministerial response. It focuses on three pillars:

- improving guidance, training and information;
- strengthening links between young people and enterprises throughout their pathways; and
- preventing dropouts by offering tailored support to those facing the greatest difficulties.

Implementation relies on the employment network—*France Travail*, regions, the local youth employment and social integration centres (*Missions Locales*), associations, local authorities — and on enterprises to design practical, work-oriented and territorially relevant solutions.

The 2025 Annual Public Report of the *Cour des comptes* includes a dedicated section on public policies for young people. It analyses 16 schemes related to access to education, training, employment and autonomy, underlining the need to enhance coordination between actors and recommending improvements in equity of access, policy clarity and evaluation of youth-related measures.

Bodies responsible

- Ministry of National Education, Higher Education and Research
- Ministry of Labour, Full Employment and Inclusion
- Delegate Minister for VET under the education and labour ministers
- Ministry of National Education, Youth and Sports (from 2020 till 2022)
- Ministry of Labour, Employment and Professional Integration (until 2022)
- Ministry of National Education and Youth (until 2024)

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Learners at risk of early leaving or/and early leavers
Learners with disabilities
Adult learners
Unemployed and jobseekers
Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Entities providing VET

Companies
Small and medium-sized enterprises (SMEs)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Modernising VET offer and delivery

Acquiring key competences
Integrating green transition and sustainability in VET curricula and programmes
Integrating digital skills and competences in VET curricula and programmes
Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs
Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

VET underpinned by a culture of quality assurance

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

IVET CVET

Further reading

[Ministry of labour - press release](#)

[Ministry of labour](#)

[Ministry of National Education, Youth and Sports](#)

[Website 1 jeune, 1 solution](#)

[Ministry of Labour - press release/assessment of the first year of the 1 young person, 1 solution plan](#)

[Ministry of Labour - press release: new online service, 1 youth, 1 mentor](#)

[Ministry of Labour, Employment and Integration, 2022 - "1 young person, 1 mentor": launch of a third call for proposals for mentored young people](#)

[Ministry of Labour, Employment and Integration, 2022 - What is the Youth Employment Contract \("Contrat d'engagement jeunes", CEJ\)?](#)

[Evaluation Committee of the France Relance Plan, Final Report / Volume II - Evaluation of the schemes / Chapter 11 - "the 1 young person 1 solution plan"](#)

[Cour des comptes. \(2025, March\). Annual public report 2025 - Youth policies \[Rapport public annuel 2025 - Les politiques publiques en faveur des jeunes\].](#)

Related policy developments

2025 Implementation

Anticipating and facilitating the ecological transition

As part of the 2016 State-Regions partnership agreement, in September 2017, 500 new vocational training courses were introduced across VET upper secondary schools (*lycées professionnels*) with a strong emphasis on ecological transition.

 FRANCE

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

France Relance: plan to relaunch activity, cohesion priority

France Relance has a budget of EUR 100 billion in total over two years, out of which 15 billion is for vocational training. The main measures in terms of education and vocational training offered in both IVET and CVET (excluding exceptional employment subsidies) are:

 FRANCE

Type of development

Strategy/Action
plan

Subsystem

IVET CVET



2021 Completed

Measures attracting learners back to education and training

Any student who, at the end of compulsory schooling, has not attained a level of training recognised by a national diploma or a professional qualification registered and classified at or above level 3 of the national register of professional qualifications (RNCP) must be able to pursue studies to

 FRANCE

Type of development

Regulation/Legislation

Subsystem

IVET CVET



2025 Implementation

Anticipating and facilitating the digital transition

Within the framework of the 2016 State-Regions partnership agreement, 500 new training courses are offered in VET upper secondary schools (*lycées professionnels*) since September 2017.

 FRANCE

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET



2025 Implementation

Promoting equalities and inclusiveness

Within the framework of 2016 partnership agreement between the State and the regions to support employment and social inclusion, a strategy was set out to extend the range of qualifications that can be gained through apprenticeship.

 FRANCE

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

Developing apprenticeship

Social partners have been involved in the design of the reform, along with regional authorities, chambers of commerce, and experts. Stakeholder consultation lasted from November 2017 to January 2018.

 FRANCE

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/39510>