

Action plan for youth employment

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 SPAIN

Timeline

2019 Implementation

2020 Implementation

2021 Completed

ID number 28194

Objectives

The objective of the action plan is to train at least 43% (100 000) of young people, registered as unemployed and with no compulsory secondary education qualification, to gain key competences in Spanish and mathematics; 30% of young people in linguistic competences, 225 000 young people in digital competences, and 25% (40 000) of young people in competences of strategic sectors.

Description

The Action plan for youth employment (2019-21) includes initiatives in relation to vocational training aimed at enabling young people under 30 years of age to acquire competences or professional experience, upgrade their qualifications and increase their employability.

2019 Implementation

Order TMS/941/2019, of 6 September, territorially distributes additional subsidies in the area of active employment policies, including funds for the implementation of the Action plan for youth employment 2019-21 and the Triennial plan for preventing and reducing long-term unemployment. These funds are allocated to strengthen the network of staff dedicated to career guidance for employment and job prospecting, which are mentioned in both plans.

At both State and regional levels, the recruitment of the counsellors is under way.

Within the framework of this plan, a collaboration agreement was signed between the Ministry of Labour, Migration and Social Security (renamed Ministry of Labour and Social Economy) and the Spanish Federation of Municipalities and Provinces (Federación Española de Municipios y Provincias, FEMP), lasting 3 years (2019-21). This will allow different actions to be carried out locally and in collaboration with the regions and the territorial federations, such as the preparation of workshops, training actions and / or meetings to disseminate the measures of this youth plan. The actions included in this agreement, in turn, aim to facilitate the development of the objectives contained in measure 12, participation of local entities in guidance and personalised service programmes.

2020 Implementation

The territorial distribution of funds for subsidies in the field of employment in 2020 was established by Order TES / 406/2020 and Order TES / 1039/2020, including those for the implementation of the Action plan for youth employment 2019-21 and the Plan Reincorpora-T 2019-2021.

The hiring of career guidance staff (counsellors) is being carried out progressively by the Autonomous Communities. In October 2020, around 50% of the anticipated staff were in place, as the selection and recruitment process were slowed down because of the COVID-19 pandemic. In general terms, the ORIENTA 3000 network has focused on career guidance for jobseekers (prioritising this service in the groups defined by the plan), as well as prospecting and attracting job offers.

Work is being done on the specialisation of the teams to meet the characteristics of the plan target groups: the youths.

The commission responsible for monitoring the youth employment action plan held two annual meetings at which progress was reported. A working group was established between the State Public Employment Service and the Public Employment Services of the Autonomous Communities, to provide technical support for both the implementation and monitoring of those measures whose scope of competence is the national employment system. Thanks to this working group and through the DG Reform-World Bank technical support, territorial reports have been drawn up on actions carried out by the different public employment services of the Autonomous Regions within the framework of the measures included in this action plan, as well as a first stage of identification and pre-selection of good practices and inspiring practices in the national employment system for the plan.

Among the main achievements of the Action plan for youth employment to date, the following ones can be highlighted:

- (a) the staffing of almost 50% of technical staff in PES for career guidance and prospecting tasks of the Orienta 3 000 network, corresponding to the plan's measure 1, and the renewal of previous contracts, extended for 18 more months (until June 2022), has led to an improvement in the effectiveness of existing guidance and prospecting services;
- (b) the development of a personalised employment itinerary or the provision of a vocational guidance service for employment or self-employment to young people, reaching a total of 1 103 984 in 2019 and 736 300 as of October 2020;
- (c) the incorporation by the Spanish Youth Institute (INJUVE) of 98 young people to carry out youth mediation tasks during the period between 30 December 2019 and 1 June 2020;
- (d) the percentage of young employed persons who have participated in digital skills training has increased by around 2% in 1 year (October 2019 to October 2020). In the case of young unemployed people, this percentage rises to 4% for the same period;
- (e) in relation to strengthening the causality of temporary and part-time contracts, the implementation of the Master plan for decent work (2018-20) has facilitated the transformation of 61 445 contracts into permanent contracts;
- (f) the simplification of the centralised registration of the National youth guarantee system provided for in measure 43 of Axis 6 of the Plan has enabled a total of 1 782 217 young people to register, 50% of whom are women.

The agreement between the Spanish Federation of Municipalities and Provinces (Federación Española de Municipios y Provincias) and SEPE to promote actions aimed at local entities within the framework of the Action plan for youth employment 2019-21 is in force during the whole plan implementation period. Different dissemination materials were developed and distributed.

2021 Completed

The Action plan for youth employment completed its implementation in 2021. It

comprised 50 measures based on the concept of personalised support of people and companies and the open participation of all the bodies of the State administration, the social partners, the Autonomous Communities, third sector entities and companies. These measures are implemented through common programmes that correspond directly to the regions and are included in the annual employment policy plans. The good practice identified in the Action plan for youth employment was used to design new measures within the framework of the national recovery plan, which will contribute to its effectiveness, increase employability (an objective related to component 23: New public policies for a dynamic, resilient and inclusive labour market) and enable the creation and development of tasks for the new public centres for guidance, entrepreneurship, support and innovation for employment (*Centros Públicos de Orientación, Emprendimiento e Innovación para el Empleo*, COE).

Through a Monitoring Commission, with more than 60 representatives, and with the technical assistance of the World Bank through the EU Commission's Directorate-General for Reforms (DG. Reform), best practice was identified and presented at a conference aimed at regional PES in March and at an international conference on best practice in June.

The World Bank's technical consultancy report was presented to the plan's Monitoring Commission in October 2021. The report highlights the integration into the plan of measures that, for the first time, involve different public authorities outside the national employment system, setting youth unemployment as an objective to be addressed by the entire Spanish public administration. The Action plan for youth employment (as well as the Reincorpora-T plan) contains measures involving not only different ministries and public bodies, but also other actors, such as third sector entities. For each measure, setting up a competence map of the responsible bodies and administrations is key for its success. The competence map of the Action plan for youth employment, drawn up by the State Public Employment Service (SEPE) was described as a model to be followed. The transferability and applicability of the good practice identified through its monitoring, have been incorporated into the new active employment policy actions promoted by SEPE and the new planning frameworks on youth employment.

The Action plan for youth employment provides a solid basis for the measures included in the Youth guarantee plus plan (YG+): career guidance, equal opportunities, transition between the world of training and work, concern for depopulation and employment in rural areas and entrepreneurship). It also inspires the governance model of the institutions and entities involved in the implementation of YG+. It is a reference point for other specific actions such as:

- (a) personalised employment itineraries (a support scheme involving analysis and identification of employment opportunities and professional alternatives, adequate training itinerary and/or accreditation of work experience or job search actions to be carried out by the user);
- (b) training aimed at the acquisition of skills;
- (c) first experience and second chance programmes;
- (d) incentives aimed at vulnerable groups to improve their employment opportunities.

Bodies responsible

- Ministry of Labour and Social Economy
- State Public Employment Service (SEPE)
- The Spanish Youth Institute (INJUVE)
- Autonomous Communities (CC.AA.)

Target group

Learners

Young people (15-29 years old)

Education professionals

Guidance practitioners

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Providing for individuals' re- and upskilling needs

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

CVET

Further reading

[News release on Action plan for youth employment \(2019-21\)](#)

[Spain: improving youth opportunities: the 2019 Action plan for youth employment](#)

[Agreement with the Spanish Federation of Municipalities and Provinces to promote at local level the actions of the Emergency plan for youth employment 2019-21](#)

[Order TMS/941/2019 for the territorial distribution of funds for the financial year 2019](#)

Related policy developments

2020 Completed

Subsidised training for employment supporting the acquisition of key competences

Subsidised training for employment supports the acquisition of key competences, especially for those who left school without a secondary education certificate, so they can access professional certificate programmes at levels 2 and 3.

 SPAIN

Type of development

Practical
measure/Initiative

Subsystem

2021 Completed

Triennial plan for preventing and reducing long-term unemployment

The Reincorpora-T plan 2019-2021, approved in April, aimed at the long-term unemployed, is one of the measures implemented to contribute to the development of a new, more inclusive production model and is committed to intelligent, sustainable and inclusive growth as set out in the Europe 2020 Str

 SPAIN

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Raising employability for ICT and the digital economy

There are multiple initiatives to raise the skills of young people and workers (employed or unemployed) in ICT and the digital economy. Different public bodies are involved, in some cases in partnership with industry.

 SPAIN

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Integrated career guidance system

In the education system, the process towards an integrated vocational guidance system was initiated in 2018. A working group was set within the General Council for Vocational Training, with the aim of laying down basic principles and legal provisions.

 SPAIN

Type of development

Strategy/Action
plan

Subsystem

2023 Completed

The Spanish Employment activation strategies

Employment authorities have reflected the policy priority given to dual VET and apprenticeships, including them as structural objectives in the 2017-20 Spanish employment activation strategy approved in December 2017.

 SPAIN

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Completed

The Dual VET reform

Dual VET is being developed in cooperation with the Autonomous Communities.

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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/28194>