

Welcome to our webinar!

Please make yourself comfortable, test your connection and equipment and enjoy meeting colleagues. Please take note that the meeting will be recorded.

Should you have any technical issues, please reach out to us via the meeting's chat or email. Thank you.

The event will begin at 10.00 o'clock CET



VET toolkit team

PROMOTING INCLUSIVE EXCELLENCE FOR YOUNG
PEOPLE





CEDEFOP

European Centre for the Development
of Vocational Training


3rd Ambassadors' webinar on young people not in employment, education or training (NEETs)


Rena Psifidou, Ambassador's Coordinator


Stefanie Ledermaier, Expert




Today's Agenda


 10:00 – 10:15 Welcome and presentation of the VET toolkit for empowering NEETs


 10:15 – 10:30 Presentation of new intervention approaches

 10:30 – 10:45 Q&As

 10:45 – 11:15 Presentation of related good practices (external speakers)

 11:15 – 11:30 Q&As

 11:30 – 12:00 The role of ambassadors: Open discussion

 12:00 End of the webinar

The policy issue of NEETs

State of play NEETs

In 2023, 9.6 million young people in the EU were NEETs, a total of 11.2%

EU target

Reducing NEET rate to 9% by 2030

Significant gender gap

Across the EU, more women than men are NEETs (12.5% compared to 10.1%)

In some Member States a gap of 10 pps



Cedefop tools on inclusion

VET toolkit for tackling early leaving

www.cedefop.europa.eu/TEL-toolkit

VET toolkit for empowering NEETs

<https://www.cedefop.europa.eu/en/tools/neets>



VET toolkit for empowering NEETs

Source of support to young people not in employment, education or training

BROWSE BY

Type of approach

6
Profiles at risk

9
Intervention approaches

9
Risk factors

BROWSE BY

Type of resource

4
Tools

3
Statistics and data

87
Publications

New added
25
Good practices

WAYS TO

Take part

- Evaluation plan for policy makers
- Evaluation plan for learning providers
- Become an ambassador tackling early leaving from VET



VET toolkit for empowering NEETs

Source of support to young people not in employment, education or training

Risk factors for becoming NEETs



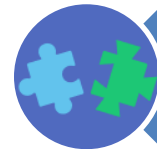
Low education level



Disadvantaged family background



Migratory background



Skills mismatch



Early motherhood



Living in remote areas



Discouragement



Antisocial behaviour



VET toolkit for empowering NEETs

Source of support to young people not in employment, education or training



Young people not in employment, education or training (NEETs)

Distance from participation in employment, education and training



SEEKING WORK AND/OR EDUCATION OR TRAINING

NOT SEEKING WORK AND/OR EDUCATION OR TRAINING



Re-entrants



NEETs in recent search



NEETs in long-term search



Unavailable due to family responsibilities



Unavailable due to illness or disability



Discouraged and disengaged young people



VET toolkit for empowering NEETs

Source of support to young people not in employment, education or training

Introduction

Identify

Intervene

Evaluate

Resources

Advanced search

About the toolkit

Contact us

Intervene



Easing transitions into work

Show related risk factors



Flexible and permeable education and training systems

Show related risk factors



Helping female NEETs (re)integrate into education, employment or training



Improving the appeal of VET

Show related risk factors



Lifelong guidance: supporting NEETs to manage their careers

Show related risk factors



Offering mentorship programmes to NEETs

Show related risk factors



Outreach

Show related risk factors



Skills development

Show related risk factors

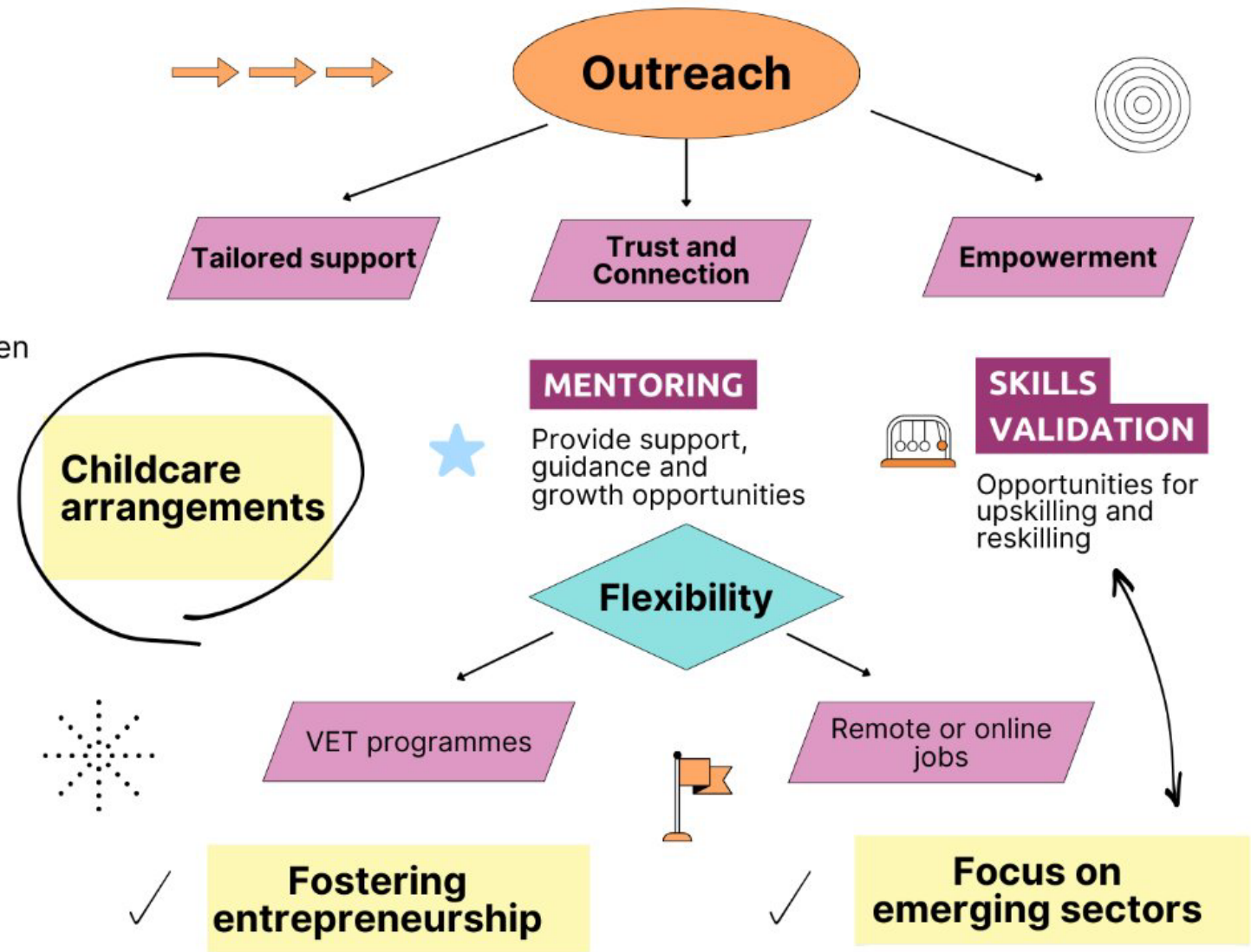


Validation of non-formal and informal learning

Show related risk factors

Helping female NEETs

Comprehensive understanding of women needs





VET toolkit for empowering NEETs

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Mentorship programmes for NEETs

Building trust and gaining confidence



PROGRAMME STRUCTURE

Stand alone mentoring or integrating it into existing programmes



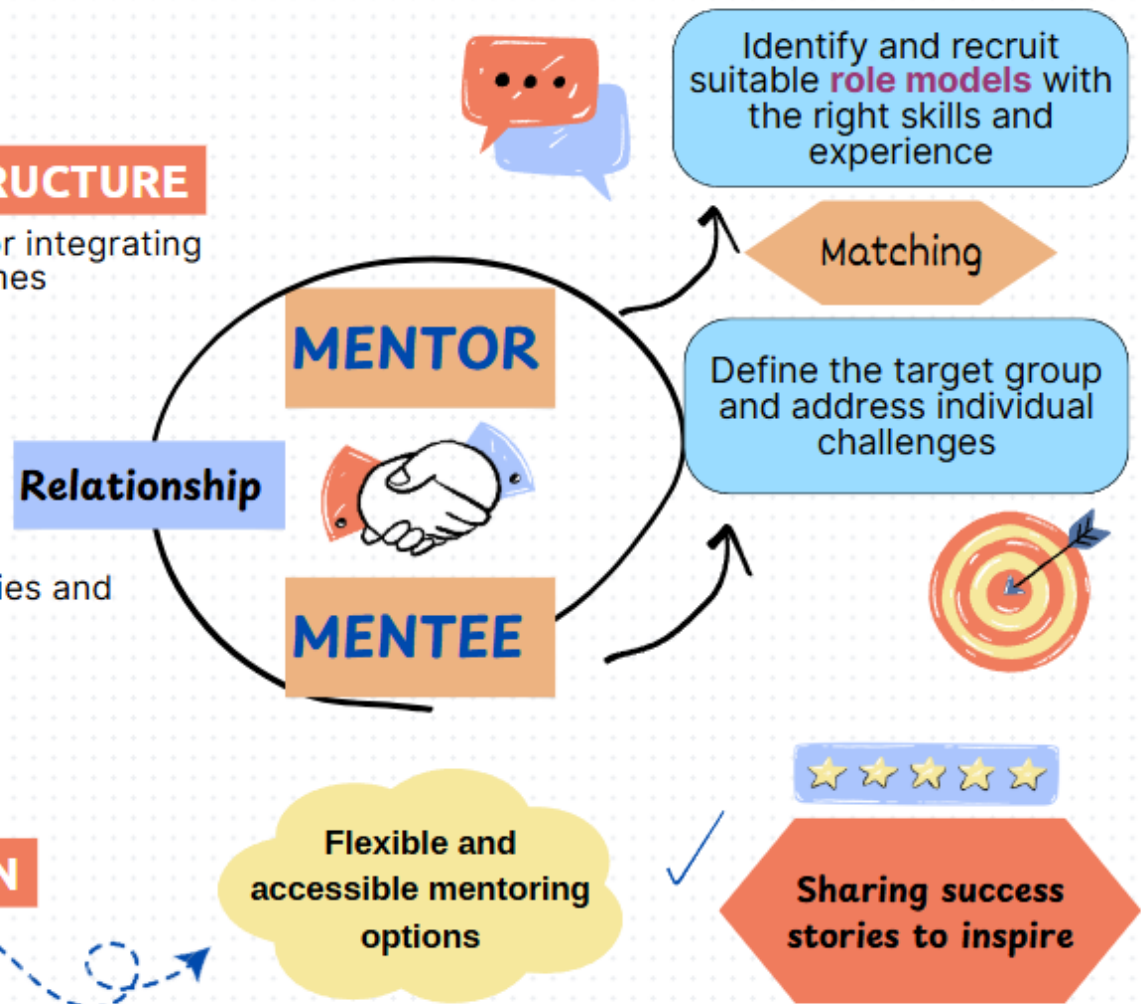
FRAMEWORK

Clear roles, responsibilities and expectations



PATHWAY DESIGN

Goal setting and regular check-in





Time for Questions and Answers



Mentorship for Impact: Generation's Evidence-Based Approach to Support Learners in Europe and Beyond

Cedefop, March 2025

About Generation

124,000+

GRADUATES SINCE 2015
(53% WOMEN)

15,000+

EMPLOYERS

17

COUNTRIES

48

PROFESSIONS

5 HIGH-GROWTH
SECTORS



TECHNOLOGY



HEALTHCARE



SKILLED
TRADES



CUSTOMER
SERVICE &
SALES



GREEN
JOBS

LEARNER PROFILE

90%

unemployed
before joining
Generation

27%

have
dependents

36%

cannot cover
daily needs

15%

rely on financial
assistance to
support their
families

Generation Mentorship objectives

To equip learners with the necessary support, skills and tools they need to be successful in their personal and professional lives



Promote learner well-being by understanding their needs, addressing their challenges and serving as trusted source of support for learners

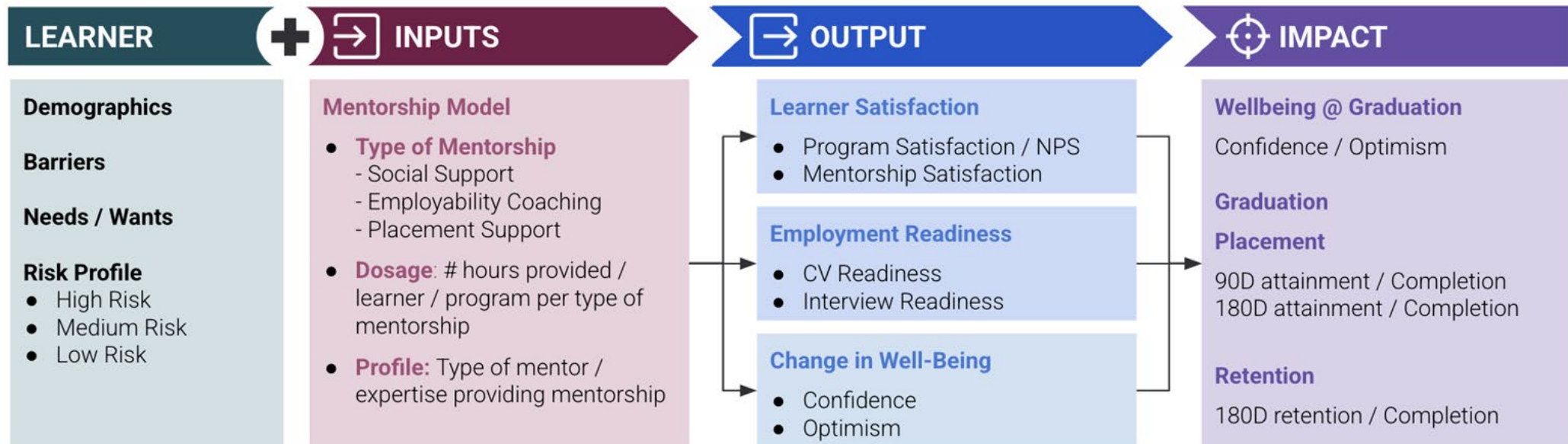


Support learners in their employment journey by providing coaching into and through the early stages of their new career



Deliver data-driven support by assessing, collecting, analysing and acting on learner data and insights related to mentorship

Guidelines & Framework - Theory of Change



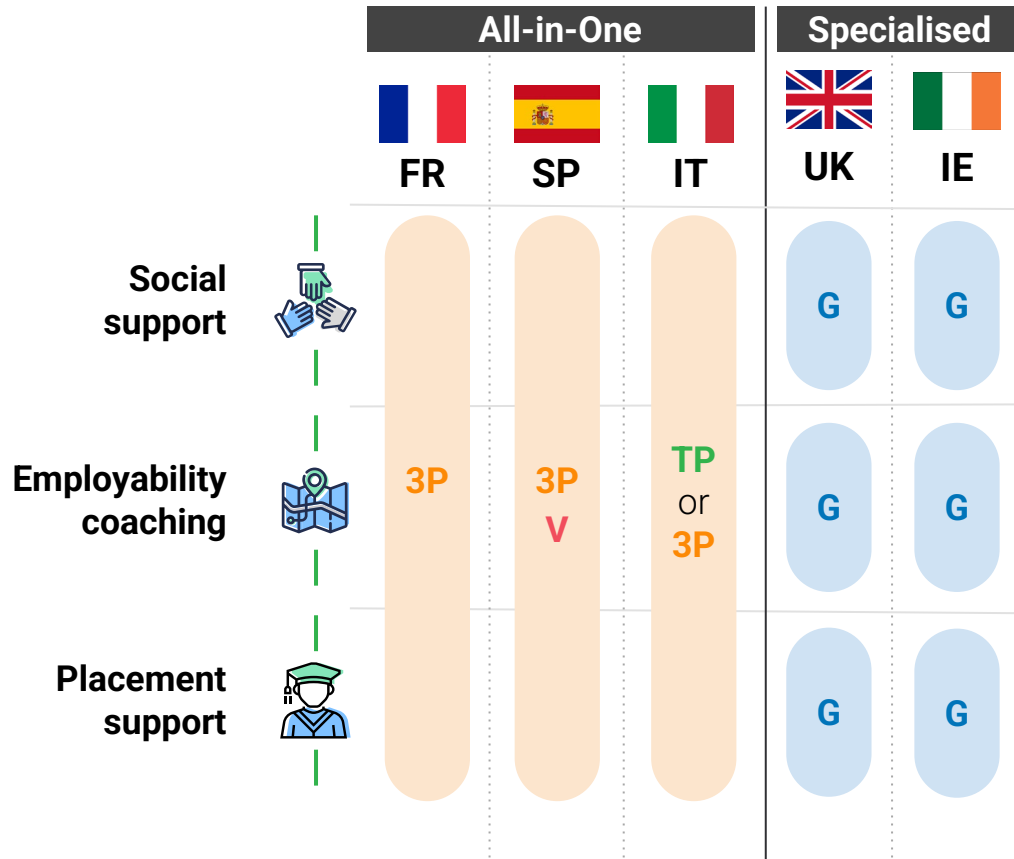
Mentorship is as a core part of Generation's 7-step methodology

Generation's Mentorship Model

- Types:
 1. **Social support**
 2. **Employability coaching**
 3. **Placement support**
- Delivery:
 - Group sessions (2-3/cohort)
 - 1:1 sessions (2-3 mandatory, then on a needs basis)
- Tailored approach per country – adapting mentorship to local **needs** and **demographics** *but also...*
- International scalability – localised adaptations of the model that have been implemented also in other countries, e.g. UK mentor training model adapted to FR, IT, SP.
- Generation's Mentorship Module:
 - **Mentors & Coordinators:** Provide the right level of support to learners at the right time (monitor needs, host sessions, etc.) + Maintain quality + Complete, store and secure learner data.
 - **Learners:** Receive just-in-time, differentiated support + Track and share their latest goals, challenges, and well-being status + Share relevant materials (e.g., CV) with mentors.

Mentor profile & coverage design across countries has shaped up primarily due to program budget and mentor labour market conditions

Profile Legend: **G** Gen Staff **TP** TSP Staff **3P** Third-Party Freelancer **V** Volunteer



- **Generation’s Mentor Onboarding & Training Course**, delivered via the Canvas LMS, provides a structured, customisable curriculum with virtual modules to upskill mentors. It includes differentiated support for diverse learner groups and expanded tracks for volunteer, new, and experienced mentors.
- **Referral system also in place** – when mentors should escalate cases to specialised support (e.g., mental health, financial aid, domestic violence, etc.).

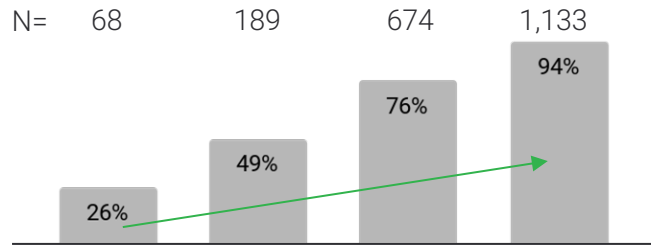


The factors influencing profile and coverage: **A) Resource-allocation & labour market** - relying on low-cost outsourcing options and choosing based on what’s available in mentor labour market. **B) Regional influence** - setup based on peer learning within region. **C) Evolution in response to scale and learner needs** - e.g., Specialised mentors in UK. **D) Legacy and team setup** - how the country first entered into market (e.g., with TSP partner).

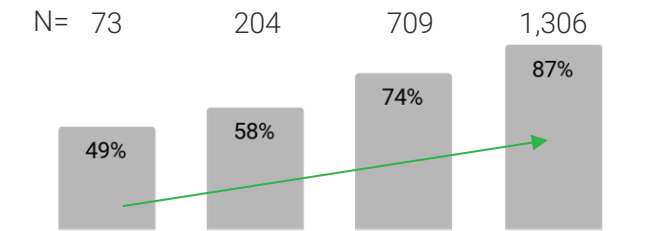
Data & Impact - How does learner experience and outcomes vary by mentorship quantity and quality?

Key leading indicators

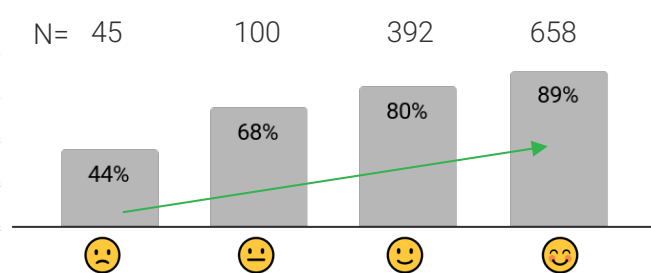
Preparedness - Job Coaching by Quality
% of (Strongly) Agree, N = 2,064



Interview Readiness by Quality
% of (Strongly) Agree, N = 2,292

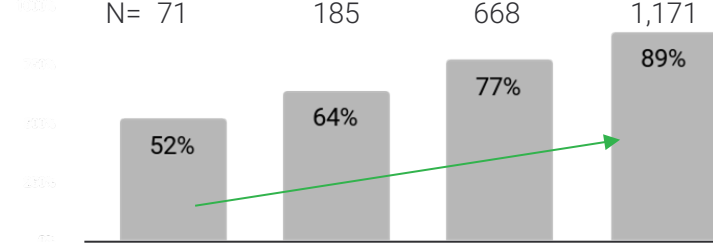


Confidence Change (Baseline vs Grad) by Quality
% maintained +ve + ↑ confidence, N = 1,195

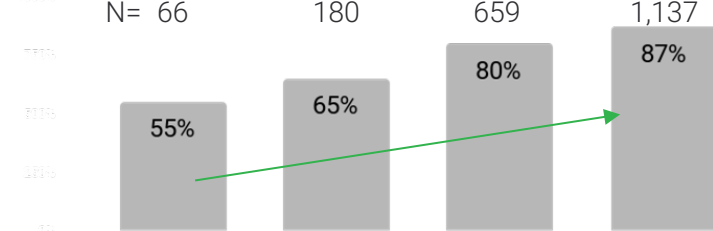


Impact metrics

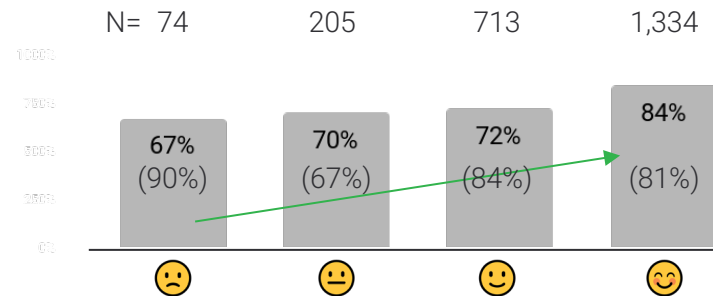
Well-being: Confidence @ Graduation
% of (Very) Confident, N = 2,095



Well-being: Optimism @ Graduation
% of (Very) Optimistic, N = 2,042



Placement 180D % (Compl %) | N = 2,326



Legend

- ☹️ (Very) dissatisfied with mentorship (Poor quality)
- 😐 Neutral satisfaction with mentorship (Neutral)
- 😊 Satisfied with mentorship (High quality)
- 😄 Very satisfied with mentorship (Very high quality)

Very clear trend observed between **mentorship satisfaction and leading indicators**; The higher quality of mentorship provided, **the more likely learners will feel ready for employment, and maintain/improve positivity in their level of confidence in securing a job.**

These translate to actual outcomes - Learners who **perceive higher mentorship quality** (are more satisfied with mentorship) graduate with **higher confidence, optimism and attainment rates.**

Note:

- Graduation % not included in analysis (Bias sample - most learners who have filled out Grad survey were graduates)
- Retention 180D % not included in analysis, as average completion <40%

Generation

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900, Washington, DC, 20004

GENERATION GRADUATES



PreseNEETi se

(June 2022 – April 2024)

EMPOWERMENT AND SOCIAL ACTIVATION OF YOUNG NEETS TO CONTRIBUTE TO
THE ESTABLISHMENT OF SUPPORT SERVICES FOR NEETS, INCLUDING SOLUTIONS
ON THE SYSTEMIC LEVEL

Partners: Public Institution for Adult Education Celje, University of Maribor, National Youth Council of Slovenia, Employment Service of Slovenia, Veiledernetverket NOSCO (Norway)



REPUBLIC OF SLOVENIA
**MINISTRY OF COHESION
AND REGIONAL DEVELOPMENT**



Activities

Recruitment

interviews with NEETs to understand their needs

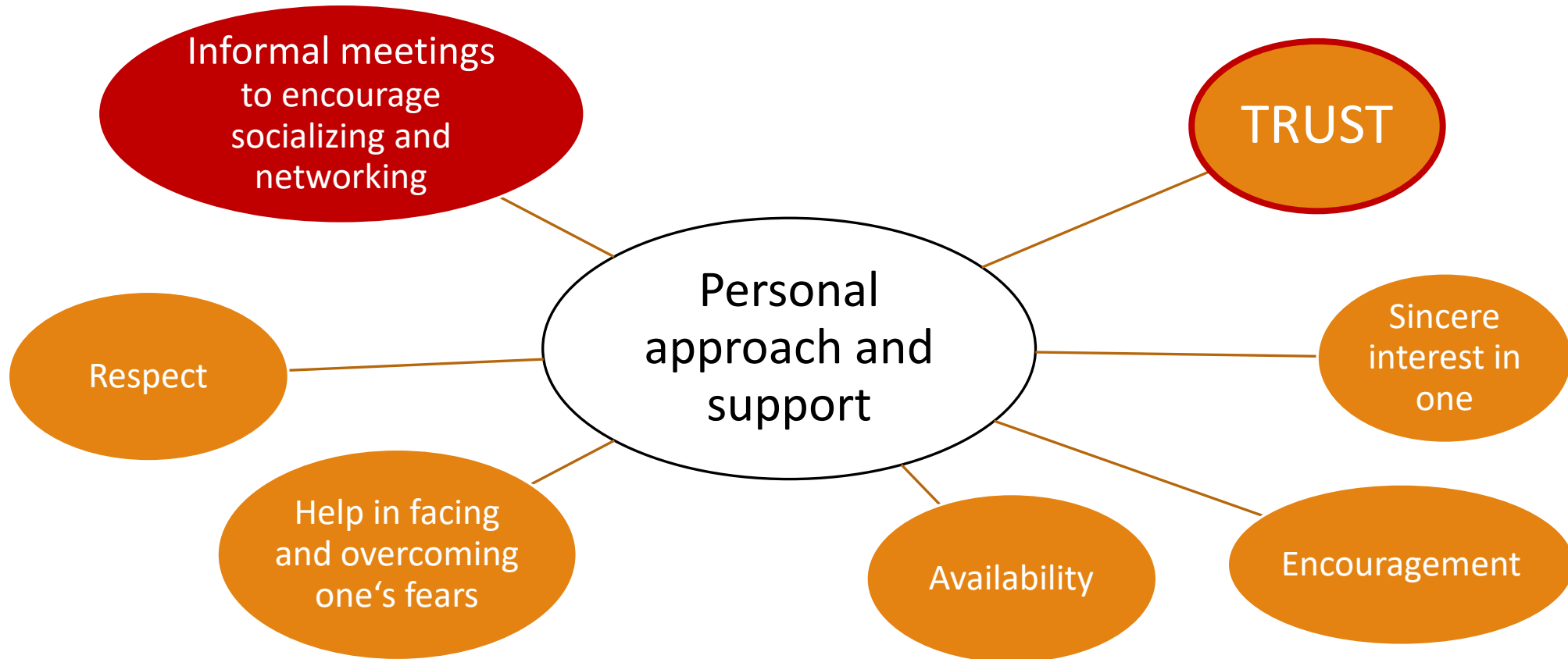
Training modules

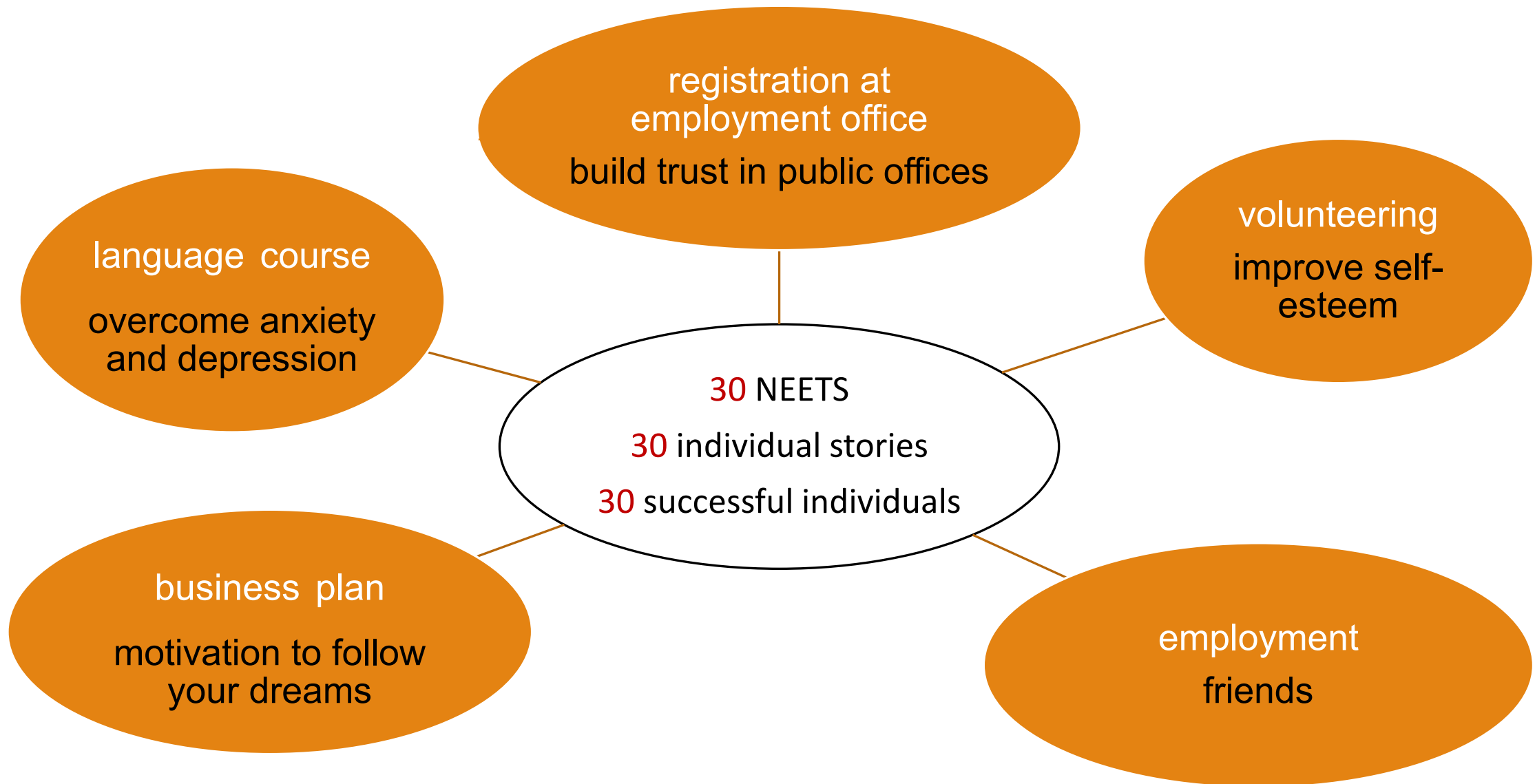
volunteering, work training, language courses

Mentoring and counselling

- career counsellor
- therapist
- mentor (youth sector)
- teachers/staff members

Mentoring and counselling





Before PreseNEETi se I **was very afraid** to interact with local environment, it **almost paralysed** me. I couldn't even go to a language course and finish it. The **personal approach of the teachers** in the programme helped me to **overcome these difficulties** and finally join and complete the Slovenian course.

Particularly appreciated was the **exceptional approach** of LUC, which offered **personalised support** at a psychological level for each individual.

Before joining the programme I was **depressed**, I **didn't trust** anyone and I **lacked motivation**. The courses and being with other people changed something in me and now I even found a job. I **would never have done it without your help**. Thank you so much!

Alja Ferme

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Centrum Innowacyjnej Edukacji



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EU Transparency Register ID no. 918357621362-64

Jesteśmy członkiem sieci:



EOE Network





CIE's activities



About the Foundation

- Center for Innovative Education - CIE - was established in 2015 to create and promote social innovations that help us succeed in a rapidly changing world.
- We have been reaching a variety of people and environments with our solutions> MENTOR, Outdoor Learning & New Education Forum, because each of us needs to constantly develop to live in harmony with the changes that surround us.
- We create and implement educational solutions in Poland and abroad. We currently operate in Poland, Spain, Ireland, Italy, Austria, Greece and Scotland. With our projects, we reach business, academic, local governments and disadvantaged environments.

www.ciedu.eu

www.neweducationforum.eu

It is a unique method of learning that helps to strengthen internal motivation and develop the so-called soft skills, thanks to communing with nature. Developed by the University of Edinburgh and the Venture Trust more than 20 years ago, successfully implemented in work with various groups of beneficiaries. During a few days' uninterrupted walk in nature, participants of the excursion learn about their strengths and talents and strengthen their communication and leadership skills.



Innovative projects that aimed at helping NEETs, including young women to bust their self-esteem and find a job / return to education. Activation is based on Outdoor Learning: a model for social and personal development through non-institutional learning developed by the University of Edinburgh.

Effectiveness – **83%**!

OECD: economic implications of high NEET rates are substantial, i.e. in Poland, the cost associated with NEET youth is estimated at just above **1% of the country's GDP**, slightly higher than the OECD average of 0.9%





Thank you for your attention.
Please contact us:

Joanna Bochniarz, CEO at
CIE

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www.ciedu.eu



We are a member of the network:





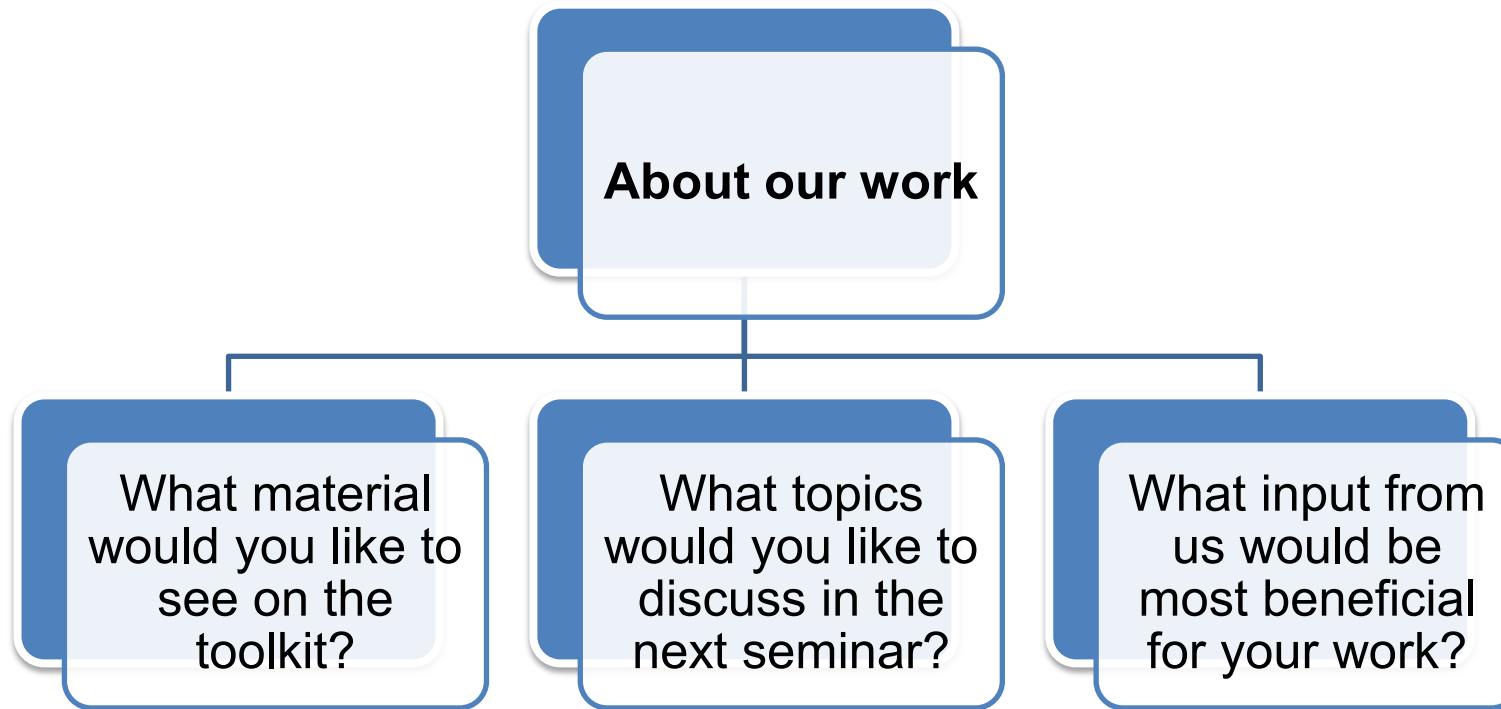
Time for Questions and Answers

The network of ambassadors for tackling early leaving

- More than 100 members from 23 EU Member States
- Diverse community with heterogenous professional backgrounds
 - Regular updates from the VET toolkit team



Questions for our discussion II



Please reach out to us should you wish to present at the next seminar via vet.toolkit@cedefop.europa.eu

#NEETs #Earlyleaving #VETtoolkit #VETTeachersTrainers #EVTS #DigitalSkills

