

young adult



POLICY MAPPING AND REVIEW

Student Practices' – Студентски практики

BG-P-1

The project YOUNG_ADULLLT (YA) focuses on lifelong learning (LLL) policies for young adults that address young people, in particular those in situations of near social exclusion. YA enquires into the specific embeddedness of these policies in different regions across the European Union. The point of departure is the assumption that it is by looking into the specific regional and local contexts that policies are best understood and assessed. The project aims both at providing a systematic overview over the highly heterogeneous policies across the participating countries *and* at yielding new knowledge about the specific local/regional forms of embedding LLL policies in the regional economy, the labour market, the education/training systems and the individual life projects of young adults.

On the basis of these conceptual considerations, the project partners selected two regions per country, which were identified as 'contrasting cases' with regard to socioeconomic indicators and/or labour markets and/or infrastructure. The adjacent map shows the selected 18 regions in the nine participating countries of the research project, in which the project partners mapped LLL policies in the education, labour and youth & social policy sectors.

The project 'Student Practices' is one of the main ways for implementing LLL policy in Plovdiv FR. This countrywide programme of the Ministry of Education and Science supported by the European Social Fund focuses on students in higher education, allowing them to gain practical experience in real work settings.

While this **policy brief** provides descriptive key data on the policy, the research project YA critically examines the embeddedness and functioning of the policy in its local/regional context and analyses its impact and implications on the life courses of young adults.



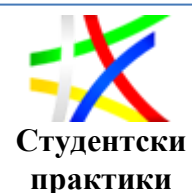
'Student Practices' – What is it about?

The challenge on site

Plovdiv FR is a university centre with about 40.000 young people studying every year at its eight universities, colleges, and branches of other universities. Their transition to the labour market, however, is hampered by the lack of practical skills and theoretically-oriented knowledge. Developed in 2013, the project provides training in private businesses, non-profit organizations and state or municipal agencies on flexible schedules, allowing the students to continue their full-time studies at the university.

Who is the addressee of this policy?

Participation in the project is available to all young people who are enrolled in a BA, MA, or PhD. programmes. Students receive training for 240 working hours for which they are payed a fixed wage. Instead of taking up unqualified jobs during studies, the young adults get access to the regional economy, acquire experience in working on positions closely related to their university disciplines, and develop further professional skills.



What is the policy aiming at?

- The policy strives to improve the quality of education by making it more practically-oriented, thereby meeting the needs of the regional labor market. It is a combination of educational and employment policy, therefore, its main objective is the facilitation of young adults transition from the university to the real economy.
- The project encourages the development of stable partnerships between educational institutions and businesses. The cooperation between the universities and companies not only results in the joint development of the training programs, but also updates the curriculum of the university disciplines in general, as well as the concrete lecture courses designed according to the needs of the local labor market.
- The expected outcomes for students as the main beneficiaries of the policy are enhancement of their learning careers, self-confidence, knowledge about the local labor market conditions, as well as formal certificates improving their CV, and employment prospects.
- The success of the policy is measured by the satisfactory completion of the training evaluated by the company mentors, academic advisors, and trainees themselves. The uttermost success criterion applied by policy makers is the number of university graduates finding a full-time job immediately after graduation in the same or a similar company.



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How does it work?

- The governance and coordination of the *Student Practices* requires a close cooperation between the university and the business company where the training takes place, while the students are continuing their university studies. It also relies on the active involvement of the students in the practical training and academic learning. The policy is implemented as a multi-actor network.
- The trainees work under the supervision of two primary actors: one on behalf of the educational institution and one on behalf of the training organization. The former is called "academic advisor", the latter – "mentor". In consultation with their mentors and advisors, the students choose their training programme to cover different tasks at the company and the schedule of their training hours depending on the schedule of their lecture and seminar classes at the university.
- The mentors from the training organizations have to hold university degrees and need to prove a working experience minimum of three years. They can supervise up to 10 students and introduce them to the working environment, the internal institutional culture, and help them acquire the specific professional skills.
- The academic advisors have to hold postgraduate degrees and must have at least three years of teaching experience. They supervise up to 15 students both online and on site by visiting the training company. The advisors check the applicability of the assigned tasks to the students' university disciplines, identify emerging problems and make suggestions for the improvement of the program.



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- For more information on the LLL policy *Student Practice*, please consult: <https://praktiki.mon.bg/sp/>
- For further information and reading on the LLL policies mapped and analysed in the Young_Adulllt project, please consult the YA project website under: www.young-adulllt.eu
- This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 693167 (YOUNG_ADULLLT)
- PROJECT NAME: Policies Supporting Young People in their Life Course. A Comparative Perspective of Lifelong Learning and Inclusion in Education and Work in Europe (YOUNG_ADULLLT)
- COORDINATOR: Prof. Dr. Marcelo Parreira do Amaral · parreira@uni-muenster.de · University of Münster (WWU) · Münster, Germany



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POLICY MAPPING AND REVIEW

Youth Guarantee – Младежка гаранция

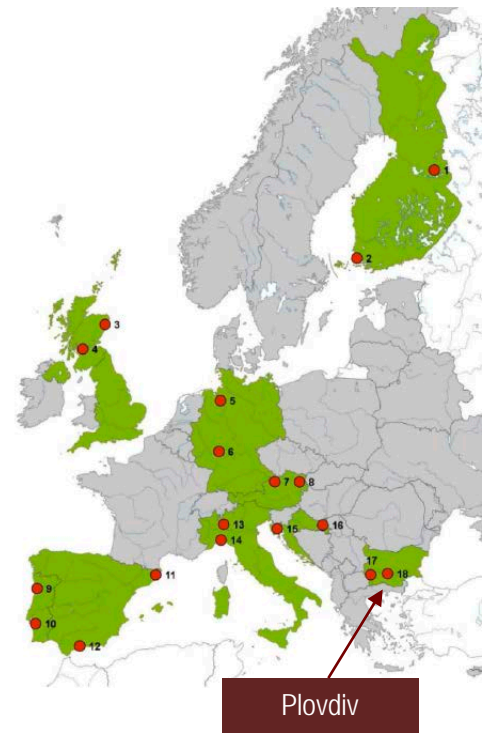
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The project YOUNG_ADULLLT (YA) focuses on lifelong learning (LLL) policies for young adults that address young people, in particular those in situations of near social exclusion. YA enquires into the specific embeddedness of these policies in different regions across the European Union. The point of departure is the assumption that it is by looking into the specific regional and local contexts that policies are best understood and assessed. The project aims both at providing a systematic overview over the highly heterogeneous policies across the participating countries *and* at yielding new knowledge about the specific local/regional forms of embedding LLL policies in the regional economy, the labour market, the education/training systems and the individual life projects of young adults.

On the basis of these conceptual considerations, the project partners selected two regions per country, which were identified as 'contrasting cases' with regard to socioeconomic indicators and/or labour markets and/or infrastructure. The adjacent map shows the selected 18 regions in the nine participating countries of the research project, in which the project partners mapped LLL policies in the education, labour and youth & social policy sectors.

The LLL policy Youth Guarantee is a countrywide program of the Ministry of Labour and Social Policy conducted by the National Labour Agency and its regional structures, and funded by the state, the European Social Fund and the Youth Employment Initiative. Its objective is to guarantee job offer to every young person.

While this **policy brief** provides descriptive key data on the policy, the research project YA critically examines the embeddedness and functioning of the policy in its local/regional context and analyses its impact and implications on the life courses of young adults.



'Youth Guarantee' – What is it about?

The challenge on site

Plovdiv FR is a center for secondary and university education in Bulgaria producing a high share of graduates from secondary school with general education and no specialized qualifications and no work experience. There is a relatively stable high unemployment rate among people aged 15 to 29 years. The LLL policy is a bridge for the young men and women to move between the education system and the world of work.

Who is the addressee of this policy?

The policy addresses young people aged 15 to 29 years who neither work nor study, independently of their achieved level of education. It provides career guidance to young people, traineeships to acquire professional qualifications or key competencies, subsidized temporary employment, financial help for employers to create new jobs, and support for young people to start their own businesses and develop business ideas. The timeframe of the policy is 2014-2020.



What is the policy aiming at?

- **The policy aims at increasing the employment rate among youth.** Young people up to 29 years old can participate in the project as long as they do not study or work at the time of participation.. The main idea is to guarantee a job offer or further training related to education to every young person.
- **The policy meets the needs of the local businesses to employ qualified young people.** The skill requirements of the young people eligible for the project depend on the judgment of the participating companies. They rely on what they require in order to develop their own businesses through training and subsequent recruitment of young people.
- **The policy facilitates the young people to gain the necessary skills** in context to a conclusion of a labour contract with the same employer after the term of their subsidized employment.
- **The policy strengthens the stakeholder capacity and partnerships.** Finding the accurate cooperation between governmental, educational, and labour market sectors facilitates the establishment of a combination of education, guidance, training, and work experience in a real work environment based on an understanding of how the young person learns best.



How does it work?

- **The implementation of the policy is coordinated** by the Ministry of Labour and Social Policy. The regulation requires that young people register in the local Labour Offices as unemployed. They are advised and supported by the office personnel in making the choice of the concrete schemes. In the Plovdiv Labour Office there are labour mediators who specialise in working with unemployed young persons. However, they are employed on a part-time, project-based contracts, which expire after one year.
- **The Youth Guarantee in FR Plovdiv** is implemented through two schemes. All of them require a close cooperation between the public authorities, universities, schools, workers, and employee organizations. Employers from business companies in the local labour market are actively involved in the training of young people and are encouraged to keep them after the training period.
- **The Scheme „Youth Employment“** in FR Plovdiv aims at providing incentives for employers to provide new job positions for the young unemployed (aged up to 29) and include training and qualification for young people with medium educational level to find an appropriate job.
- **The Scheme “Training and Employment for Young People”** in FR Plovdiv targets young people up to the age of 29, who are already registered as unemployed at the employment centres and are offered six-month internships. The training is conducted in real working environments. There are incentives for employers to offer labour contracts after the training.



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- For more information on the LLL policy Youth Guarantee, please consult: <https://www.az.government.bg/pages/mladezhka-garanciya/>
- For further information and reading on the LLL policies mapped and analysed in the Young Adultt project, please consult the YA project website under: www.young-adultt.eu
- This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 693167 (YOUNG_ADULLLT)
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POLICY MAPPING AND REVIEW

Land Source of Income – Земята източник на доходи

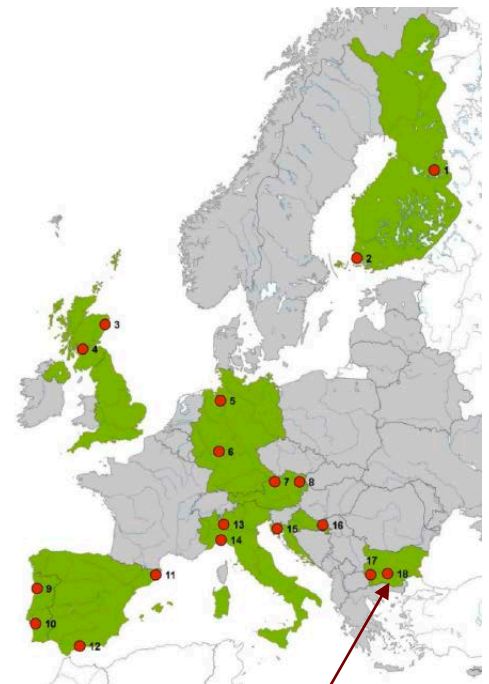
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Land Source of Income Foundation works in the area of social entrepreneurship, by supporting small businesses and policy change initiatives in partnership with rural municipalities and the Plovdiv District Administration on the local, regional, and national level.

While this **policy brief** provides descriptive key data on the policy, the research project YA critically examines the embeddedness and functioning of the policy in its local/regional context and analyses its impact and implications on the life courses of young adults.



Plovdiv

Land Source of Income – What is it about?

The challenge on site

The policy consists of two main components - development of human potentials and access to tangible assets. The first component develops skills for effective use of resources, while the latter helps young people to accumulate assets. It responds to the following problems in the region: high rate of youth unemployment, social exclusion of mainly ethnic minorities and NEETs, lack of coordination between the demanded and the offered consultancy, training, and financial services in the labour market.

Who is the addressee of this policy?

The policy addresses socially disadvantaged families, especially those consisting of young Roma people who: (1) do not possess sufficient assets for ensuring a stable and continuous income; (2) are willing to take risks in running their own business; (3) have a desire to become independent business developers by acquiring the necessary resources.



What is the policy aiming at?

- **The policy strives to cultivate the human capital in the region**, providing training to economically disadvantaged and often landless Romas, in order to start earning through agriculture. In this way they would accumulate knowledge and skills for effective use of assets in the existing socio-economic environment.
- **The policy is fostering the process of adaptation** of the Roma people as its main beneficiaries and enhancing their better integration in the existing socio-economic environment.
- **The expected outcome is to develop** sustainable economic units that are well-integrated into the existing social-economic system. This ensures access to assets, accumulating long-term and short-term assets (land, equipment, etc.), and converting assets into capital with the help of the acquired knowledge and skills.
- **Through its achievements the policy stimulates** the collaboration between all regional parties like NGOs, local authorities, vocational schools, etc. It encourages the development of stable partnerships, direct interaction, and further cooperation between them. This network results in efficient implementation of different joint initiatives (projects, forums, training courses, etc.), which will better respond to the needs of the ethnic Roma minority, to the public needs and expectations, as well as to the needs of the local labour market.



How does it work?

- **The Foundation provides young Roma people with specialized** consultations, training, and access to information, giving them knowledge and skills to develop their own effective businesses. The provided courses give specialized basic knowledge in the fields of Agriculture, Entrepreneurship, Management, Accountancy, Finance Management, and Project Management, depending on the specific needs of a certain Roma community. Different lecturers mainly from the Foundation team provide training with open-access to a large audience.
- **It offers financial support for purchasing** both long-term (e.g. land, equipment, etc.) and short-term (e.g. fertilizers) assets for accumulating material base for development of a privately owned business.
- **The experts regularly and systematically work on** developing the trust of the isolated communities, such as ethnic minorities, in the current socio-economic system. They do so through adaptation to the current system, that better accommodates the problems of disadvantaged groups. They also work with young people to start their own businesses, support the disadvantaged groups in getting the access to EU funds, and organize annual meetings with the representatives of the target group.
- **Moreover, the experts are engaged in developing** trust of the official system in the isolated communities, building understanding of the society to the problems of isolated communities and readiness to support them through meetings with government institutions, working with local cultural and education institutions (schools), and national meetings and conferences.



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- For more information on the LLL policy Land source of income, please consult: www.landsourceofincome.org
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