

Undoubtedly, this has also contributed to greater awareness of, and value placed on, non-formal learning in the youth work field. More broadly, clear awareness of non-formal learning is reflected in an analysis of young people's educational experiences. During the period of the training course, other organisations and institutions also started their own initiatives to support young job-seekers.

**More information**

- SALTO toolbox
- National Agency
- Website
- ...

National Agency of Estonia

Educational videos and video CVs made by participants:  
<http://euroopa.noored.ee/telepurk> (search for "video-CV").

English version of the training course report is available.

*example of good practice:*  
**Training Course**

<b>Title</b>	“Off to the market!”
<b>Aims &amp; objectives</b>	<p>The aim was to support <b>young job-seekers'</b> readiness for employment and engagement.</p> <p>The main objectives were:</p> <ul style="list-style-type: none"> <li>• to raise awareness about the youth employment situation;</li> <li>• to give young people time and support for self-assessment and information about the labor market and job-seeking process;</li> <li>• to bridge the gap between job-seekers and employers;</li> <li>• to inform young people about non-formal education opportunities for self-development;</li> <li>• to inform young people about the Youth in Action programme, including European Voluntary Service, as one of the ways of gaining experience.</li> </ul>
<b>Target group</b>	<p>It was aimed at young job-seekers in the 18-30 age group. The project was organised by the Archimedes Foundation/the Estonian National Agency for the EU Youth in Action programme, in cooperation with the CV Centre, Unemployment Insurance Fund, the Johannes Mihkelson Centre and a number of other partners.</p> <p>159 applications for the training course were received for only 20 places in the participant group. 16 young job-seekers took part in the training.</p> <p>Important: there were no other official criteria for participants, besides being in the 18-30 age range and confirming your status as a job-seeker (no need to be officially registered as a job-seeker or unemployed).</p>
<b>Description</b>	<p>Even though the name of the TC sounds like a slogan, entering the job market can prove a serious challenge for young people, especially as the general state of the economy is leading to increased unemployment among youth as a risk group, which was certainly the case in 2009, when preparations for the training programme began.</p> <p>Participants learned about career planning, developed self-analysing skills and public speaking abilities, practised interviewing for jobs and learned about the EU Youth in Action programme and opportunities for starting a business. As one part of the training, the participants learned to compile their own personal <b>video CV</b> to stand out even more in the jobs market.</p>

The training programme consisted of three complementary and mutually supportive modules:

- phase 1 (4 days): Taking the first steps in my job hunt;
- phase 2 (2 days): Job interview and employment relations;
- phase 3 (2 days): At work as an initiator and entrepreneur.

The long-term approach was selected in order to support in-depth studies and to allow various topics to be dealt with comprehensively. Other experts in the field were involved in all of the phases, in order to enrich the learning experience of the trainees and coverage of the topics.

**Challenges in this project and how did they overcome them.**

What approach was particularly **successful** or very **difficult**?

**Challenges:**

- Selecting the participants when there was such huge need and interest;
- The need for individual support for participants was much greater than expected;
- Video as a tool can be very attractive, but also very challenging for some people etc.

All the obstacles were addressed through dedicated teamwork and support from all partners involved.

The training also revealed that it is just as important to support developments at state level, so that young job-seekers and young unemployed people (in the sense of official employment statistics), can continue to enjoy social guarantees during the period they are engaged in youth work activities, and that special attention is devoted, in cooperation with various partners, to eliminating economic obstacles which could decrease the opportunities of young job-seekers to participate in youth activities (such as supporting travel expenses etc).

**Tips & hints**

What to keep in mind when organizing a similar project?

In future, however, more support should be given to intensifying activities aimed at job-seekers in youth work at the local level, such as by opening up youth centres and youth associations. After all, the untapped potential for testing innovative and creative approaches could lie precisely at the **local level — in an environment that is as close to the youth** as possible. It is also important that youth workers are **up-to-date** with examples that support the employment readiness of youths and young job-seekers, including in youth work and other fields, such as Enterprise Estonia programmes, county development centre activities aimed at young job-seekers etc.

We would encourage those who would like to organise similar training courses, or parts of them, to contact other partners, organisations, institutions and companies who could be useful in implementing the training activities. For example, while looking for job shadowing roles in companies, or looking for other people to contribute (specialists to contribute from the human resources management field, video specialists for video-CV training etc.), we received nothing but positive reactions and support.

It is also important to keep in mind that young job-seekers might be in a very difficult place in their lives due to their situation. A particularly important aspect of the whole training is to **work with the self-confidence and motivation of young people**. It is important that the trainers have the time and competencies to do this.

If the emphasis is put on making the video-CVs, then more time is definitely needed to work on achieving this objective. Young people need **time and support** to analyse their development and bring out the best in them for the video.

- Benefits for**
- \* the young people
  - \* the youth worker
  - \* the organization
  - \* the local community
  - \* the National Agency

• Today, many of the **participants** have already found a job, while others are continuing to work with the specialists they job-shadowed, or are looking for opportunities to work as volunteers abroad with support from the EU Youth in Action programme, or they are planning to continue their education or start a business... All of them are entering the market in their own way.

• **The training programme** won the “Youngest” title from the Estonian National Youth Council (ENL) in 2010 (awarded to the person or organisation whose deeds and actions have had the greatest impact on the development of the youth field).

• **The National Agency** is continuing its activities to support youth employment and inclusion of young job-seekers through various activities, as well as the contacts it has made.

**Outcomes, results, effects**

The participants gained knowledge on career planning, developed their self-assessment and public speaking skills, practised interviewing for jobs and learned about the possibilities of the EU Youth in Action programme and opportunities for starting a business. The participants gained experience in conducting an interview with specialists from an area of interest to them, and shadowed them at work and some of them have already found a job.