


# better CHANCES for YOUNG PEOPLE on the JOB MARKET



**BRIDGES  
TO WORK**

## Impact evaluation

### Some statistics

150 stakeholders participated in Bridges to Work:

- ✓ 23 young jobseekers
- ✓ 25 coaches of employment and entrepreneurship projects
- ✓ 20 representatives of the job sector (employers, job agencies, social enterprises)
- ✓ 20 staff of European funding programmes (Youth in Action, EURES, Grundtvig, Leonardo, Erasmus for Entrepreneurs, Eurodyssey)
- ✓ 34 policy makers, researchers and VIPs (local, Flemish, European)
- ✓ 9 speakers
- ✓ 4 facilitators (2 for the youth seminar, 2 for the stakeholder conference)
- ✓ 1 general rapporteur
- ✓ 12 staff & 2 coordinators

The programme was composed of:

- ✓ 2 opening addresses
- ✓ 3 key-note inputs
- ✓ 1 theatre workshop
- ✓ 1 panel discussion
- ✓ 15 good practice workshops
- ✓ 8 project visits
- ✓ 8 funding programme presentations
- ✓ 4 concluding remarks

### Outcomes

Bridges to Work brought together no less than 150 stakeholders, most of which stayed for the 3-day conference discussing how can we raise the chances of young people with fewer opportunities on the labour market? This in itself was already a success.

It does not happen a lot to have young job seekers, representatives of the job sector, coaches of youth projects, policy makers and staff from funding organisations around one table discussing ways to make things better for those who need it most.



The discussions highlighted the following issues:

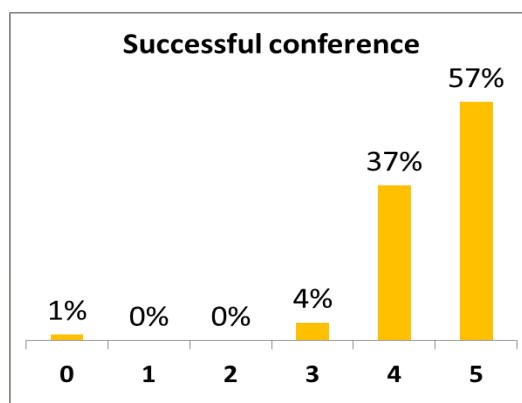
- **Unemployed** are those who do not have a job but who are looking for one. This doesn't take into account all the young people that are NOT looking for a job - either because they decide to do something else (e.g. a year of volunteering) or because they are fed up with the system (discouraged). So who supports those to get back on track?
- **Entrepreneurship** is an alternative to finding a job: you just create one. Setting up your own business requires a "can do" attitude and the rest will follow. Having said that, it is not everybody's cup of tea.
- **Nothing about us without us!** That was the reason to invite young jobseekers themselves to tell what they thought about work & employability. But just as well do we need to involve employers, if we want to show the impact of youth projects on young people's employability. And if non-formal education (e.g. in youth work) is to be an alternative way of learning, then formal education should be your partner to make things compatible.
- **Youth work** can help out in a variety of ways to increase young people's chances on the labour market. It offers for instance non-formal learning experiences, where the formal schooling might not have worked. Youth work can adapt better to young people's needs, especially of those young people with fewer opportunities. However, youth work cannot solve all the problems and should be aware of that.
- The **Inclusion through Employability** research done by SALTO Inclusion gives an overview of the criteria for success for employability or entrepreneurship projects.

Find the powerpoints at [www.salto-youth.net/BridgesToWorkResults/](http://www.salto-youth.net/BridgesToWorkResults/)

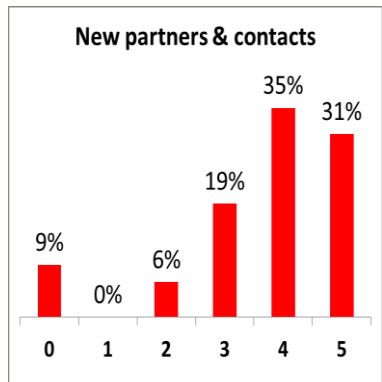
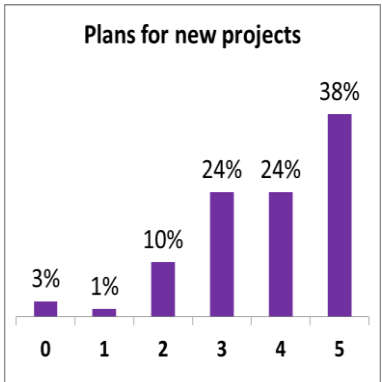
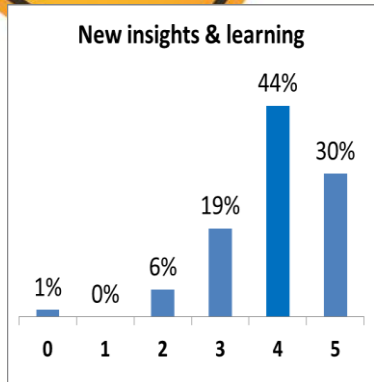
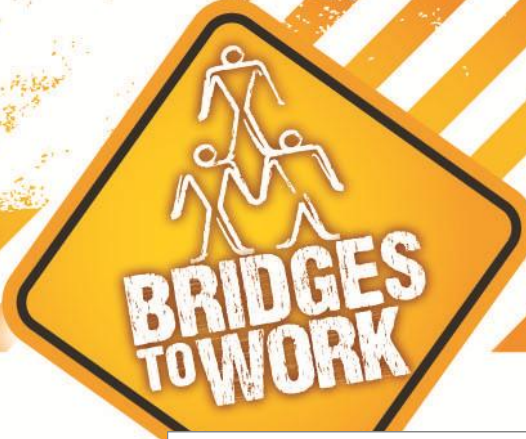
## Evaluation

Bridges to Work was a **success** - that is at least what 99% of the participants put in their evaluation form (rating the conference 3 or higher out of 5).

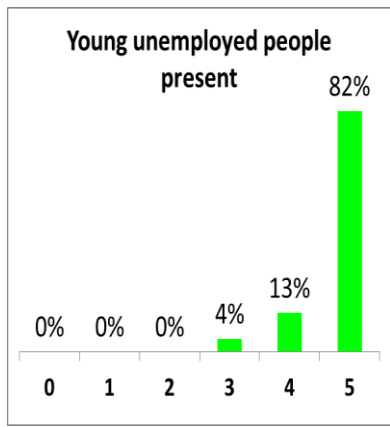
**93% of respondents said they learned new things and 85% got new partners or contacts at Bridges to Work. 86% even made plans for new employment projects.**



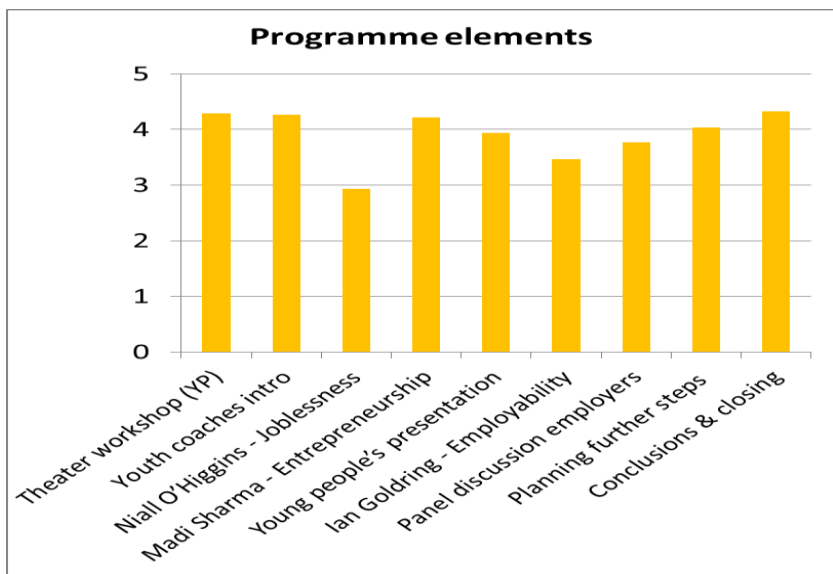


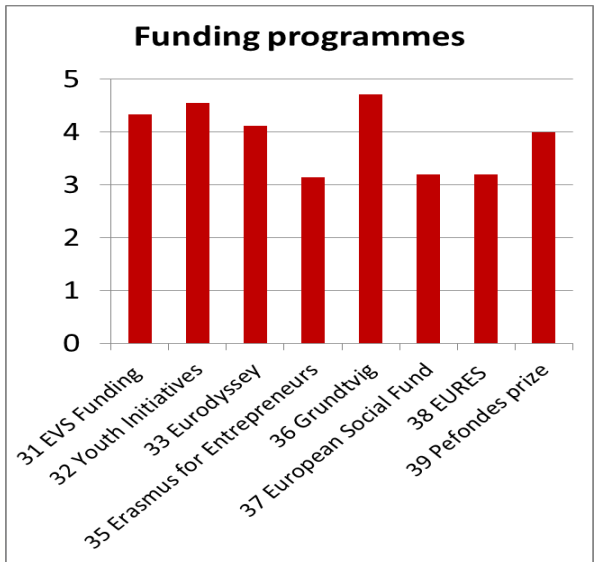
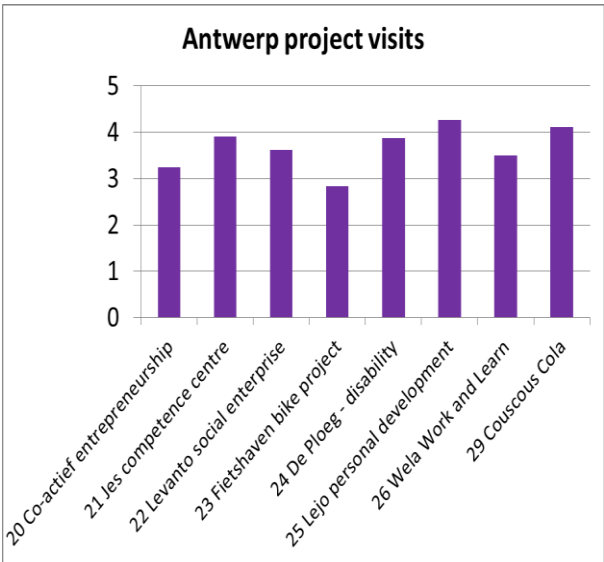


It was an innovative feature of the conference to **invite young job seekers** themselves, because in the end Bridges to Work is about and for them. Participants were very positive about young people's involvement.

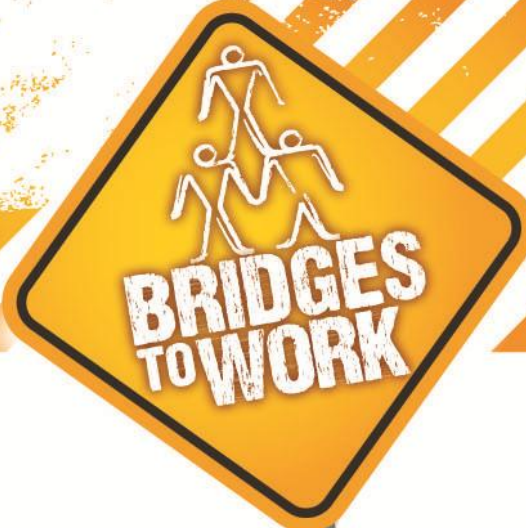


As always in a conference, some participants liked more certain **programme elements** than others. We just give you the average score (out of 5) for the different sessions. There are many different reasons why some programme elements score higher or lower, but in general the evaluation is positive: averages always ranking above 2,5 out of 5.

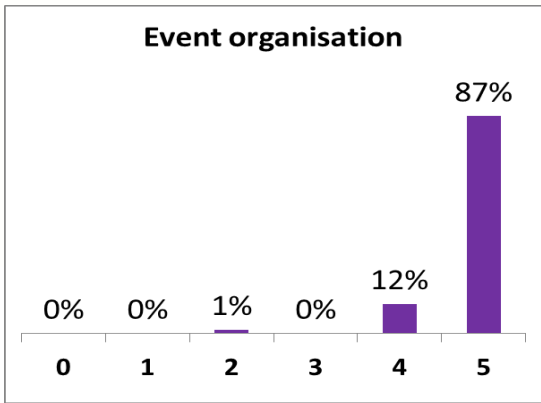








Last but not least, the facilitators and staff get a big compliment from the participants, as a large majority of participants (87%) gave top marks to the organisers.



### Thank you

SALTO Inclusion would like to thank its partners, participants and staff for all their valuable content & practical contributions along the 1,5 year process leading to Bridges to Work.

Bridges to Work is an initiative of the SALTO Inclusion Resource Centre, with the financial support of the European Commission, SALTO Cultural Diversity, SALTO Training & Cooperation and the 'Youth in Action' National Agencies of Belgium-Flanders, United Kingdom, Netherlands, Denmark, Hungary, Spain, Germany, Croatia, Slovenia, Liechtenstein and Luxemburg.

The SALTO Inclusion Resource Centre is part of JINT vzw, the coordination agency for international youth work in Flanders, Belgium - [www.jint.be](http://www.jint.be).

