One year of the Pact for Youth

November 2015 - November 2016
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Dear Reader,

One year after its launch, the European Pact for Youth is in full speed with around one hundred companies, supportive organisations, and national enterprise networks engaged. Together, with the help of the European Commission, they are promoting a culture of business-education partnerships for a pro-youth, pro-innovation sustainable Europe, at local and European level.

Progress so far

In one year the Pact has impacted 2.9 million learners through a total of 15,022 business-education partnerships. These partnerships enhance learners’ skills, support their transition to jobs, and offer 84,343 apprenticeships, traineeships or entry-level jobs. Furthermore, this “One year of the European Pact for Youth” progress review guides you through the wealth of projects from companies and organisations that are contributing to the objectives and proposed actions of the Pact.

Joint proposals for long-standing impact

The Leaders of the Pact already endorsed a Joint Proposal to make VET/Apprenticeships an equal choice for youth. Soon, the Leaders will present a second Joint Proposal on making business-education partnerships the new norm across Europe. They base this proposal on the benefits AND obstacles to business-education partnerships. The proposal sets clear expectations, first on businesses themselves, then on Member States, and on the EU, including some clear targets in a timeline.

The way ahead

There is still more work ahead, in particular for mobilising more enterprises and stakeholders from youth and education to define their national priorities for collaboration. We believe that the Leaders of the Pact have a unique opportunity to help make youth the focal point for our sustainable European present and future. Moreover, the #Pact4Youth hashtag has already reached a total exposure of 5.9 million accounts on social media. However, more and better efforts are needed to share and make visible all of the individual projects. We need to capitalise on the composition and complementarities of the Pact to initiate more practical collaborations.
2. Mid-term progress on targets

15,238 business-education partnerships impacted 2.9 million learners

66,890 teachers engaged
13,309 employers engaged
91,343 new quality apprenticeships, traineeships or entry-level jobs

Skills enhanced by Pact for Youth signatories (one or more)

- Basic skills (literacy, numeracy, communication) 49%
- STEM (Science, Technology, Engineering, Math) 49%
- Digital skills 35%
- Entrepreneurial skills 58%
- Soft skills including transversal 51%

Type of support delivered (one or more)

- Career counselling/advice 42%
- Validation of prior learning 12%
- CV and interview support 51%
- Engage with EURES (including Drop’pin) 12%
- Engage with Youth Guarantee providers 40%

Target audience impacted

- Young asylum seekers, refugees or migrants 14%
- Girls in STEM 42%
- NEETs (neither in employment, education nor training) 21%
- Youth with disabilities 12%
- In progress (Green)
  - Spain
  - France
  - Ukraine
  - Serbia
  - Kosovo
  - Sweden
  - Ireland
  - Greece
  - Slovenia
- Finalised (Navy blue)
  - Italy
- Potential (Blue)
  - Belgium
  - Poland
  - Hungary
  - Turkey
- Interested 2017 (Orange)
  - Bulgaria
  - Czech Republic
  - Austria
  - Luxembourg

This progress report is based on responses from an estimated 50% sample of all Pact for Youth supporters.

66,890 teachers engaged

49%
Basic skills (literacy, numeracy, communication)

35%
Digital skills

51%
Entrepreneurial skills

58%
Soft skills including transversal

49%
STEM (Science, Technology, Engineering, Math)

42%
Career counselling/advice

12%
Validation of prior learning

12%
Engage with Youth Guarantee providers

51%
CV and interview support

12%
Engage with EURES (including Drop’pin)

12%
Young asylum seekers, refugees or migrants

42%
Girls in STEM

21%
NEETs (neither in employment, education nor training)

14%
Youth with disabilities

Diamond Sponsor

Premium Sponsors
3. About the methodology and questionnaire

In the European Pact for Youth, businesses and supportive organisations in November 2015 agreed to “support the creation of 10,000 quality business-education partnerships, with the shared target to establish together at least 100,000 new good quality apprenticeships, traineeships or entry-level jobs. [...] To reach these targets, [they] will build on the resources and capacities through existing campaigns and alliance initiatives on skills for jobs and apprenticeships.”

The results presented illustrate the halfway progress of the European Pact for Youth, representing nearly half of the Pact partners.

CSR Europe would like to thanks the following entities for their support in the creation and testing of the methodology and/or questionnaire: IBM, Nestlé, TITAN, GAN, CORE Platform, BLF Czech Republic, BITC Ireland, Sodalitas, CSR Hellas, IMS Entreprendre and UNGC Bulgaria.

Pact supporters were asked the following questions on:

- The number of business-education partnerships. In addition, there were follow-up questions on the impacted number of learners, teachers and organisation managers/employees/trainers, as well as questions related to the predominate focus of the partnerships in terms of; what type of skills were enhanced, what types of programmes/activities were carried out, and what kind of specific target groups were affected.
- In what countries respondents had activities
- The number of new apprenticeships
- The number of new traineeships
- The number of new entry-level positions (both fixed term and indefinite contracts)
- The quality of their programmes
This section provides some examples of how the objectives and proposed actions of the Pact for Youth can be implemented by the various companies:

**BASF** takes on social responsibility: we are involved in diverse projects worldwide. Our main focus is on access to education. In this way we open opportunities for every single one and the society. Our joint engagement with partners comprises support for day-care centres via schools up to vocational training. In 2015 BASF starts a new experimental programme named “Keep cool!” Worldwide 87,032 children and young people visited our Kids’ Labs and Teens’ Labs in 31 countries. Overall BASF enables 3240 apprentices in 15 countries and over 60 professions to start into their professional life. Moreover BASF SE supports many initiatives and own programmes to integrate refugees into society and labour market.

**Bridgestone** offered more than 250 apprenticeships and traineeships and hired about 150 entry-level jobs in its different sales, retail, R&D and manufacturing sites in Europe from 2015 up to now. Bridgestone has also developed other specific projects. We are listing some of them. Our French retail branch has developed an industry specific tyre fitters program with a technical school in Poitiers and hired ten out of fourteen young people at the end of the seven months program. At our French manufacturing site, we launched a programme to coach young university graduates struggling to find a first job. Today, we have seven couples of mentor/mentees. In our R&D centre in Rome, we hired 44 recently graduated engineers, offering them the opportunity to develop their career in a rewarding and innovative work environment. In our Madrid office, our team trained 10 young people with intellectual disabilities, who acquired technical skills in assisting car maintenance. Our intention is to keep leveraging on the national partners of the Pact to further sustain and increase our contribution.

**Cisco**’s Country Digitisation Acceleration Strategy is a long-term partnership with national leadership, industry and academia to accelerate the national digitisation agenda. Currently, Cisco has signed Country Digitisation Acceleration agreements with the UK, France, Italy and Germany. Cisco will expand the Networking Academy - a non-profit educational programme that offers learning materials on IT topics for educational institutions - with more than 300,000 new students in the selected countries. Cisco has also committed to promote start ups and incubators, investing in training and infrastructure. Development priorities are Education and Skills, Entrepreneurship, Cybersecurity, Smart Cities and Cloud. Cisco is also actively involved in the Digital Skills and Jobs Coalition and the EE-HUB.”

For a second year **Deloitte Poland** runs the Business Academy: a series of certified, free-of-charge workshops and open lectures conducted by business practitioners of strategy and technology consulting, taxes, legal advisory, accounting, mathematic modelling, risk assessment, cyber security and more. Since June 2015, there have been 60 workshops with almost 2,000 participants. For many of them participation in these workshops is considered a fast track to start a paid internship. In FY2015/2016 Deloitte hired more than 300 students and recent graduates. Many of them still pursue their studies which is possible due to flexible work arrangements. Deloitte works with all eighteen state universities, four universities of economy and one university of technology. Deloitte representatives also appear as regular lecturers on private colleges like Kozminski University and Cardinal Stefan Wyszynski University. They also run two post-graduate courses; one on User Experience with SWPS University of Social Sciences and Humanities, and one on Corporate Social Responsibility with Kozminski University.
Company-driven progress

Enel Group works together with education through their apprenticeship programme signed with the Italian Ministry of Education, Universities and Research and the Italian Ministry of Labour. In 2014, Enel launched the work-study apprenticeship programme with seven technical schools which involved 140 students. During the school year the apprentices spent one day a week at the company, focusing especially on laboratory and specific skills required. During the summer, the apprentices worked full-time at the company for a hands-on experience. In August 2016, an additional 140 students were hired by the Enel Group with a first-level apprenticeship contract activated from the start of the 2016-2017 school year. Moreover, about 500 traineeships/internships and 1700 entry-level positions have been activated in the period 2015-2016. For their previous progress, please see Progress Review November 2015 – May 2016.

ENGIE signed an academic partnership agreement with Ecole 42 (Xavier Niel Training programmes in digital expertise) to attract more digital talents to its transforming businesses. As for transversal and soft skills, ENGIE is committed to several sponsorship programmes involving volunteering employees from ENGIE to accompany freshmen students from deprived neighbourhoods all along their curriculum, and thus foster their future employment inclusion. For their previous progress, please see Progress Review November 2015 – May 2016.

IBM collaborates with Ministries of Education, Schools, Colleges, Universities and NGOs to improve the quality of education and student outcomes across Europe. School classes support teaching and learning in STEM subjects, and the development of employment and career readiness skills. This year we ran 2,700 sessions and reached 61,000 students and 2,500 teachers through 216 education partnerships across Europe. We also provide resources for Teachers including the TeachersTryScience website, and are planning a new programme Teacher Advisor with Watson that uses cognitive technology to support teachers with classroom strategies, initially for maths in primary school. Our focus on Teacher Professional Development includes courses to help teachers in Spain and the UK deliver the new national curriculum on computer science at primary level. Our Apprentice and Interns programmes build skills in IT and computing including newer areas of cognitive, cloud, analytics and security, as well as general business skills. In 2016 we had 500 Apprenticeships, 1800 internships and hired 4,700 young people into entry level jobs. In the UK we started a new degree Apprenticeship, and won the Target Jobs Award. Also in the UK we published Making Education Your Business with the CBI and the Royal Society, a guide to creating partnerships between business and schools and colleges to support STEM teaching, Working with the Flemish Employment service in Belgium - VDAB - we developed a tool that uses analytics to match job seekers to available jobs, reducing the time individuals are unemployed. This is being replicated in other countries. For their previous progress, please see Progress Review November 2015 – May 2016.

In July, GE organised a working session on Mobility and Quality of internships in the Hungarian Global Operations centre. With the participation of interns, government representatives and GE leaders, options have been identified to increase the number of internships as well as the vocational education openings at the Centre. GE is actively promoting and creating opportunities for international internships and apprenticeships. End of last year in Berlin, the first German GE apprentice meeting took place where apprentices from the various GE Businesses could meet. Recently GE was ranked as second best company providing apprenticeships in Germany by the Kununu career portal. A status review of GE’s implementation of the European Quality Charter for Internships and Apprenticeships confirmed that all of GE’s apprenticeships and internships in Europe are paid ones. During the European Vocational Educational Week, GE, together with European Youth Forum, will organise “Garages”, a digital week. GE partners with the European Commission to promote the importance of digital skills and innovation for young people. Furthermore GE also supports the digital issues working group of the EMPL committee in the European Parliament. For their previous progress, please see Progress Review November 2015 – May 2016.
Company-driven progress

Google, supporting the Grand Coalition on Digital Jobs and the European Pact for Youth, will train 1 million additional people with digital skills. They will offer free online digital skills courses by launching a digital skills portal. Google is also intent to engage on discussions and disseminate best practices of entrepreneurship and digital skills (e.g. impact of digital skills on youth and mainstreaming such skills in curricula). This comes from Progress Review November 2015 – May 2016.

Gi Group is active in the fields of temporary and permanent staffing, search and selection, HR consulting and training, outsourcing, as well as in a variety of complementary activities. The Group operates in more than 40 countries across Europe, America, Asia and Africa. Last April, Gi Group joined the European Alliance for Apprenticeships. In addition, they support the implementation of the Italian “La buona scuola” Law, both by hosting students for internships into their company and in helping their customers to doing the same. They are a Youth Guarantee provider, especially in the Lombardy region of Italy.

Between 2014-2016 there were 25 new graduates in Hellenic Petroleum’s “Young Graduates Employment Program”. The company has established multiple scholarship programmes: 8 with Greek universities and 33 with universities abroad. Through their seminars on skills development, Hellenic Petroleum reached more than 1,000 young people. In 2015, 3,224 students received guided tours through the industrial installations. In the duration of three years, the company has implemented an environmental education programme at schools for 3,415 pupils in remote destinations. Furthermore, in 2016 the company held an educational programme training two teachers of primary education in their Nuclear Research CERN.

Hitachi supports the construction of the Wylfa Newydd power plant in Wales. It works together with schools and universities to stimulate youth’s interest in STEM subjects, train teachers, attend educational fairs, and provide STEM lessons at their visitors centre. To support power plant operations, they intend to launch 250 apprenticeships in Sept 2016. In addition, Hitachi Rail Europe Ltd., a Hitachi subsidiary in London, is a founding partner of the South Durham University Technical College (UTC), teaching 600 14-19 year olds in September 2016. This comes from Progress Review November 2015 – May 2016.

Huawei is a supporter and promoter of the Pact for Youth initiative through its flagship CSR programme “Seeds for the Future”. The program seeks to develop local ICT talent, enhance knowledge transfer, promote a greater understanding of and interest in the telecommunications sector, and improve and encourage regional building and participation in the digital community. This comes from Progress Review November 2015 – May 2016.

In France, McCain launched a new partnership with Enactus to develop entrepreneurial skills with students and incubate concrete action via the launch of social projects. In addition, McCain co-created a Social Business Chair with the Catholic University of Lille, to promote social entrepreneurship skills with students and incubate new social businesses in France. This comes from Progress Review November 2015 – May 2016.

Brad Smith (Brussels roundtable 2016), the President of Microsoft acts as Ambassador of the European Pact for Youth to mobilise enterprises, youth and education. Microsoft will have a strong stake in the Pact through investing in more STEM in schools with a strong focus on computer science skills. This comes from Progress Review November 2015 – May 2016.
At the end of 2013, Nestlé launched the “Nestlé needs YOUth” programme to increase the employability of young people in Europe. As part of this programme they committed to provide 10,000 jobs and 10,000 quality training opportunities for young people by 2016. During the first two and a half years already 16,917 jobs and 9,874 apprenticeships/traineeships were provided. Nestlé has also pioneered in setting up dual-learning schemes in countries such as Spain, Portugal, Slovakia, Italy or Poland where such a tradition didn’t exist or had disappeared. Under the initiative “Alliance for YOUth”, Nestlé is collaborating with more than 200 big and small companies to fight youth unemployment. For their previous progress, please see Progress Review November 2015 – May 2016.

To further support business-education partnerships, Pirelli is planning a new training programme in Italy. This will be done in collaboration with local high schools and will impact 16-19 year old students, providing them with dual learning opportunities. For their previous progress, please see also Progress Review November 2015 – May 2016.

Randstad is on the board of Enactus in The Netherlands and has been a partner since 2007. Enactus is an international non-profit network of students, higher education and business leaders. It aims to improve the quality of life and standard of living of people in need. Through Enactus community projects, students accrue entrepreneurial skills. Next to this, Randstad supports students through a variety of projects in e.g. Belgium, France, Greece, The Netherlands, Switzerland. Examples of these youth initiatives are Champs on Stage, U can do it, You’ve got Talent, Boostez vortre orientation, Campus Talks, etc. These initiatives include career-counselling, interview skills workshops, providing support and coaching to find apprenticeships, supporting young people into work during and after graduation. For their previous progress, please see Progress Review November 2015 – May 2016.

Solvay has given large internal and external communication to the European Pact for Youth, e.g. in its Complementary Annual Report 2015. It integrates the Pact with other activities to make it part as well as an umbrella of a more holistic movement. They undertake activities to further develop a culture of business education partnerships in countries where Solvay has apprenticeship programs such as France, Germany, Italy, India and Brazil. These apprenticeship programs provide an equal choice for youth in their transition to jobs as some of them address young people with different formal training backgrounds, including youth from high schools and universities. Another example is the launch of the “Foundation for Future” programme offering young - mainly engineering - graduates a rotational experience within the company. This comes from Progress Review November 2015 – May 2016.

In Portugal, Sonae provides nine month internships where soft skills are highlighted. During the summer school break, Sonae will host a VET programme targeting 15-17 year olds. Lastly, Sonae offers a logistical vocational course, training young high school students in logistics. This course is officially certified by the Portuguese Ministry of Education. This comes from Progress Review November 2015 – May 2016.

In 2013 Samsung Electronics launched a large pan-European Digital Skills programme which aims to give young people the digital skills that will make them more employable. By the end of 2016, the programme is expected to have reached 400,000 people through hundreds of direct partnerships with schools, colleges and other education institutions. For a flavour of what we do in these partnerships, please visit our website. For their previous progress, please see Progress Review November 2015 – May 2016.
Company-driven progress

CSR Europe has recently launched an EU-funded project “BE HAppY” which aims to create support structures, helping Small and Medium-sized Enterprises to increase the quantity and quality of their apprenticeships. The project is run with the help of CSR Europe’s National Partner Organisations in twelve European countries. In addition, CSR Europe is organising in parallel to the Pact Leaders’ meeting of November 24, a conference together with the STEM Alliance. It will bring companies, teachers and policy makers together where they share best practices and explore how to boost STEM education across Europe. Together with the EU STEM Coalition, CSR Europe plans to launch national STEM platforms across Europe. Furthermore, CSR Europe will also be on an advisory panel of the Entrepreneurial Skills Pass supporting entrepreneurial skills. For their previous progress, please see Progress Review November 2015 – May 2016.

Please see Progress Review November 2015 - May 2016 for previous company-driven progress

Progress from CSR Europe’s member companies

Telefónica Educación Digital aims to have Digital Education permeate every life learning phase. They start from offering learning platforms to schools and supporting new pedagogical models in the schools. Apart from that, they teach students from 12 – 18 years in STEM subjects and teachers in learning methodologies. This comes from Progress Review November 2015 – May 2016.

In 2015, TITAN Group offered a total of 432 internships and engaged in 53 partnerships with academic organisations or educational foundations. Furthermore, they mapped the situation in all countries they operate and developed a new TITAN Group Guidelines book, to qualitatively facilitate the planning and implementation of internship programmes, in order for them to also better relate to the business needs and the needs of the future talent pipeline. TITAN’s 2016 annual report included a review on the internships offered by TITAN Group and the internships programmes will be part of the 2017 budgeting process. In addition, TITAN Group has contributed to the stakeholder dialogue in Greece, as well as to the communication of the Pact in Kosovo and Albania through the local networks, so as to mobilise collaboration between business and the academic organisations. Meanwhile, a new partnership was made with RELOAD Greece, a London-based foundation, aiming to ensure that young people will develop skills in entrepreneurship and social innovation that will help their communities develop both socially and economically. For their previous progress, please see Progress Review November 2015 – May 2016.

Amgen, through its foundation, reaches teachers throughout Europe with its “Amgen Teach” and “Amgen Biotech Experience” programmes. Through face-to-face training workshops and distance-learning events, the former has already supplied 2,000 educators with the skills to transform the science classroom experience (impacting an estimated 200,000 students). The latter supports the teaching of biology subjects in secondary schools, by providing teacher professional development, research grade equipment on loan, and a molecular biology curriculum. Here, around 170 teachers and 12,000 students have been impacted to date. In addition, 635 undergraduate students have participated in the “Amgen Scholars” programme: a hands-on summer research programme, which provides exposure to medical biotechnology.

In 2015, Canon Europe launched a sustainability programme that offers young people opportunities to learn and develop. Initiatives under this programme help students and young people learn more about using imagery by giving them exciting hands-on experiences. From researching and telling a story that inspires them to developing their career by learning from a Canon Ambassador professional photographer, we want to ignite their interest in creative industries and inspire their future career. In 2015 and 2016 initiatives under this programme were held across Europe including in the UK, Germany, Austria, Switzerland, Poland, the Netherlands, Italy, Hungary and Turkey.
Initiated by Nestlé in 2014, the “Alliance for YOUth” aims to increase the employability of young people by creating 100,000 opportunities by 2017. During the first year alone, the “Alliance for YOUth” has delivered 50,000 opportunities, including 16,000 quality internships and apprenticeships. Currently, over 200 companies have joined. This comes from Progress Review November 2015 – May 2016.

Co-initiated by European Schoolnet and CSR Europe, the STEM Alliance is now supported by 12 industry players. In the second half of 2016, it will run one ‘Back To School’ campaign; hold discussions on STEM careers and new ways to teach STEM; host a two weeks online event on IT skills; organise an on-site workshop on the placement of teachers in industry; and one high-level event combined with the European Pact for Youth Leaders’ meeting. STEM Alliance will also publish a first publication on the impact and challenges of ICT in STEM Education. For their previous progress, please see Progress Review November 2015 – May 2016.

The EU STEM Coalition is a network of national STEM platforms and European partners that aims to address the increasing demand for STEM competences and the problems related to the skills mismatch by developing and strengthening national STEM platforms. By facilitating the exchange of good practices between existing national platforms and supporting the establishment of new national platforms the networks raises awareness about the crucial role of STEM education in our society and the importance of collaboration among governments, industry and education providers, (the ‘triple helix’) in tackling STEM related issues.
6. Organisation-driven progress

This section provides some examples of how the objectives and proposed actions of the Pact for Youth can be implemented by the various organisations:

**The Cités des métiers International Network** wants to contribute to the objectives and actions set up in the framework of this initiative up to 100 quality guidance-business-training partnerships enabling to offer 1,000 new quality contracts in apprenticeships, traineeships or entry-level jobs for the young people in particular with no or low qualification. Cités des métiers and their partners will be mobilised through the organisation by the end of 2017 of information, animating and counselling actions for the Young people Cités des métiers concerned are in France, Belgium, Switzerland, Italy, Spain and Portugal. It also includes the development of territorial projects funded by the Cités des métiers International endowment fund EFFERVESCENCE or EU programmes. Type of actions considered: profession discovering programme in Europe for the young people, full-size playground for discovering professions by practicing, speed-working between young people, senior and recruiters, competition for the best apprentices, participation into the European Vocational Skills Week.

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**Comité Européen de Coordination (CEC)** and its network plan to utilise the European Pact for Youth supporters, in order to organise more internships and apprenticeships. Moreover, CEC will provide support to companies in order to apply for Calls of Proposals. In Belgium, this relates to a call contributing to occupational integration and employability of marginalised people. At European level, this relates to a call for companies to develop partnerships with formal and non-formal training providers, benefiting especially low-skilled youth. In June, Scuola Centrale Formazione (an Italian CEC member) was present during the Italian presentation of the Pact to explore how to develop business-educational partnerships there. **For their previous progress, please see Progress Review November 2015 – May 2016.**

**Don Bosco** has recently joined the European Alliance for Apprenticeships and representatives from Hungary, Italy and Spain are already involved in their EU-wide activities. In addition, with Italian partners CNOS-FAP (Centro Nazionale Opere Salesiane – Formazione e Aggiornamento Professionale) and endo-fap, they launched the project “Fenice” (Phoenix): a national network of School for Work, recognising and promoting the talents of young people and adults through the path of “professional apprenticeships”. Amongst others, the project offers: new 3-4 year training course, dual course, chance – educating towards decision-making (special for young people in social exclusion), Fab-Lab (training entrepreneurship), adult training courses, active orientation/counselling and employment desks/services. **For their previous progress, please see Progress Review November 2015 – May 2016.**

**EUROCHAMBRES**, the Association of European Chambers of Commerce and Industry, will support the pact through 1/ capacity building among VET providers and in particular Chambers through the implementation of the new project “Apprenticeship coaches for SMEs” (AC4SME) which aims at improving Chamber capacity to support SMEs in hosting apprentices and promoting quality apprenticeships; 2/ follow-up with the relevant EU policy-makers on the outcomes of the 4th European Parliament of Enterprises organised in the hemicycle of the European Parliament on October 13, 2016, by EUROCHAMBRES where more than 700 entrepreneurs from all over the EU debated and voted on EU issues of specific relevance for the business community, including skills related issues; 3/ active participation in the 1st European vocational skills week in December 2016; 4/ coordinating the implementation of the Erasmus for Young Entrepreneurs. **For their previous progress, please see Progress Review November 2015 – May 2016.**
Organisation-driven progress

European Schoolnet created the Future Classroom Lab (FCL) that allows for a rethinking of the role of pedagogy, technology and design in classrooms. As such, it is a platform where educators, policy makers and industry (currently 32 industry players) can discuss best practices on technology enhanced teaching and learning. Throughout 2016, it will do this by, amongst others, organising webinars; hosting an international hackathon on coding and digital creativity; face to face visits, demo sessions; validation pilots and testing technological solutions for enhanced learning.

The European Movement International is a platform where civil society, trade unions, businesses, sectoral interests, academia, political parties and local authorities come together to shape the direction of the European project. It brings together 78 members based in 39 countries and acts as a promoter of active participation of citizens in the decisions that affect them. www.europeamovement.eu. Support for the Pact for Youth will be integrated in our daily communication efforts to our members and our wider network, which can act as multiplier of the general communication efforts on the Pact for Youth. Our actions in the context of the pact focus on communication, dissemination and encouraging our partners, members and their respective networks to take part and contribute. Furthermore, we will encourage our members to offer more traineeships (starting with new traineeship opportunities at the European Movement International), promote intra-EU mobility, and help students develop their skills, focusing on our members’ existing educational youth programmes.

The Chief Innovation Officer (and co-founder) of Improve Digital, Janneke Niessen, is a strong advocate for science, entrepreneurship and digital education. To address the gender imbalance in STEM fields she started Inspiring Fifty and launched Project Prep. Inspiring Fifty is a non-profit initiative that aims to increase gender diversity in the tech sector. We identify and showcase inspiring women in leadership positions in technology. These women serve as role models and encourage more girls and women to choose for a career in tech. Project Prep is a book directed at young girls to make them curious and excited about STEM subjects. The novel has a true female role model in entrepreneurship and technology. The book was first written in Dutch but has already been published in Sweden and translated into English, with more translations to follow.

Italia Lavoro is the Technical Agency of the Italian Welfare Ministry. It manages activities to achieve employment and social inclusion policies. Through the “FixO” programme, IL sponsors and provides support to education and training institutions focusing on youth employment; its main aim is to foster “from-education-to-work” transition. Since 2015 FixO has involved 750 schools and 75 universities in developing career services, connections with the labour market, training teachers and other staff on vocational guidance, promoting traineeships and apprenticeship contracts. In next months, until 31 march 2017, we plan to develop education/work paths in 750 schools; 300 apprenticeships in higher education (Universities and ITS); and experimentation of apprenticeships in VET paths involving 300 training centres. In the context of the Youth Guarantee Initiative we are partners with schools and universities in reaching 1300 traineeships and 4000 Entry level jobs.

JA Europe developed, with support from the European Commission and in partnership with WKO (the Austrian Chamber of Commerce) and CSR Europe the Entrepreneurial Skills Pass (ESP), an international qualification that certifies students (15-19 years old), who have had a real entrepreneurship experience through the JA Company Program. JA Europe’s members in Germany and Austria are combining the JA Company Programme (the entrepreneurship programme) with their national apprenticeships schemes, providing students with expose to enterprise skills. Currently, the JA network in Europe sustains 30000 business-education partnerships year-on-year on the ground in 39 European countries. JA Europe is leading the European Entrepreneurship Education Network www.ee-hub.eu and is behind the Entrepreneurial School Awards and Virtual Guide for Entrepreneurial Learning. For their previous progress, please see Progress Review November 2015 – May 2016.
DIGITALEUROPE - the association representing the digital technology industry in Europe. We support especially development of digital skills of all Europeans, within Digital Skills and Jobs Coalition and eSkills for Jobs – communications and awareness campaign, which we are managing on behalf of the European Commission. DIGITALEUROPE will promote the Pact through our network of Corporate members and National Trade Association, via digital skills community formed around Digital Skills and Jobs Coalition (previously the Grand Coalition for Digital Jobs) and eSkills for Jobs. For their previous progress, please see Progress Review November 2015 – May 2016.

E.R-AMIAT believes that manufacturing enterprises should be more and more involved in training activities dedicated to internal workers and future employees. One of Eramiat’s associates, Poggiopolini srl, is already involved in partnerships with schools, public institutions and foundations, in order to develop the new skills related to the fourth industrial revolution and foster employment within the local territory. The project “OF-Opus facere”, at the forefront in Italy, matches market’s needs with educational public and private bodies, contributing thus at the creation and development of the skills of the future. For their previous progress, please see Progress Review November 2015 – May 2016.

As Chair of the Societal Changes Working Group within the European Round Table of Industrialists (ERT), Jean-Pierre Clamadieu (CEO of Solvay) is popularising the Pact among Europe’s 50 largest companies towards new action and collaboration. This is also in line with ERT’s recommendations to tackle youth unemployment. This comes from Progress Review November 2015 – May 2016.

The European Youth Forum, together with supporting organisations of the Pact for Youth, is working on an infographic on apprenticeships. The infographic will be a youth-friendly visual tool to promote the attractiveness of apprenticeships and showcase why and how they work best for all stakeholders involved – putting the learner first. Watch this space to find out how to contribute. This comes from Progress Review November 2015 – May 2016.

Global Apprenticeships Network (GAN) has a partnership with the Bertelsmann Foundation focussing on quality dual VET systems in Spain, and is in the process of initiating one with DIGITALEUROPE to help attract more youth to ICT careers under the eSkills for Jobs Campaign 2015-2016. Currently, together with the European Youth Forum, they are working on the handbook for Apprenticeships for all. This comes from Progress Review November 2015 – May 2016.
Building upon the initial proposal of the Jacques Delors Institute, Pascal Lamy hosted together with Viscount Etienne Davignon and MEP Jean Arthuis as well as representatives from Engie, Solvay, Bertelsmann Foundation and Nestlé, the coarchitects in meeting Paris to identify the core elements for a joint proposal to boost the youth transition to jobs with the view to make VET and apprenticeships an equal choice for youth in Europe. *This comes from Progress Review November 2015 – May 2016.*

The Lifelong Learning Platform (LLL-P) promotes the European Pact for Youth in the LLL-P bi-monthly newsletter, which has more than 8,000 recipients across Europe and broader. LLL-P encourages exchange of best practices and research results among its members, particularly its members who are working in the field of VET. *This comes from Progress Review November 2015 – May 2016.*

The European umbrella for VET provider networks, VET4EU2, is represented by EfVET in the European pact for Youth. The network ensures that latest EU tools (ECVET, EQAVET) are applied by its partner organisations and that they move considerably forward in validating and recognising non-formal education. Within the coming years EfVET shall ensure that the majority of its member organisations apply learning outcome principles (ECVET) not only in VET providing, but also in organising work placements and apprenticeships. *This comes from Progress Review November 2015 – May 2016.*

JADE is the European Confederation of Junior Enterprises, company-like structures entirely managed by university students that provide services to companies and third party organisations. The Junior Enterprises allow to bridge the gap between education and the job market: gathering over 20,000 students in 14 countries in Europe, the Junior Enterprises allow students to acquire entrepreneurial skill in the management of their organisations as the entire management team of the JEs is elected among the members of the organisation as and also acquire hard skills in developing the projects for their customers. *This comes from Progress Review November 2015 – May 2016.*

Employability Town is a training company dedicated to supporting educational establishments, youth organisations and local authorities to maximize young people’s professional potential. We help young people to become super-employable by delivering interactive workshops specifically developing their soft employability and enterprise skills.

STEM Education organises national robotics contests to highlight skills in robotics, science and mathematics. It also designs and presents STEM educational programmes in public schools and educational facilities over the country to increase STEM quality in Greece. *This comes from Progress Review November 2015 – May 2016.*
Science on Stage Europe supports teacher professionalisation and promotes the quality of STEM teaching, reaching about 100,000 STEM teachers in 29 countries. In 2016 the network has realised educational fairs “from teachers for teachers” in 16 countries. The focus was on issues such as ICT in science education, inclusive science or science and sustainability. Furthermore the initiative supported the cross-border exchange of best practice teaching ideas with 13 international teacher trainings, published teaching materials in eight languages and started an international STEM teaching competition. In the second half of 2016 Science on Stage prepares the 10th European Science on Stage festival, June 29 – July 2, 2017 in Debrecen, Hungary. About 400 STEM teachers from 29 European countries will exchange innovative teaching concepts. For their previous progress, please see Progress Review November 2015 – May 2016.

Tracé Brussel, together with social partners and public employment services, organised and will organise more “Jump2Work” workshops. During those workshops students are informed about the transition from school to the labour market. During the school year 2015-2016 676 students in their last year secondary education followed 172 workshops. Of those 172 workshops 35 of them were company visits. This year (2016-2017) we will continue to organise “Jump2Work” workshops. Together with BECI (Brussels Enterprises Commerce & Industry) we will organize an “internship networking event” in Brussels on Tuesday, October 11, 2016. This event wants to bring the world of education and the world of work closer together and facilitate the search and placement of trainees. For this event we invite 150 employers, school directors and teachers. For their previous progress, please see Progress Review November 2015 – May 2016.

Please see Progress Review November 2015 - May 2016 for previous organisation-driven progress
7. Progress from national business networks

This section provides some examples of how the objectives and proposed actions of the Pact for Youth can be implemented by the various national partners:

Belgium, The Shift - 334 members

Innovative partnerships are core to the Shift’s activities. Three main topics in the Shift are entrepreneurship, technical jobs and improvement of recruitment processes in companies. The Shift facilitates cooperation between three organisations to train young people and provide them with job opportunities through training in “Rising Youth” (targets young refugees with climbing courses and gives skills to work in high altitude jobs), coaching in “Duo for a Job” (innovative coaching done by 55+ professionals to refugees) and funding in “Microstart” (Belgian micro funds for young entrepreneurs). Keeping with the local focus, the Shift co-organises the “Discover your talent” career day for youth in the underprivileged neighbourhood of Anderlecht in cooperation Nestle, Accenture, Freshfield Bruckhaus Deringer, Securex. Furthermore, there are a number of young, local leaders within the Generation T project working on promoting quality education, creating good jobs, eradicating poverty, and reducing inequalities. At the national level, the Belgian symposium on the synergies between education and business world, organised by the King and with the Ministry of Education and Training on May 25, will highlight the need for more quality VET and apprenticeships. Further discussions will be held on actions supporting the Pact through innovative business education partnerships with companies and other stakeholders on December 5.

Czech Republic, BLF Czech - 19 members

BLF Czech contributes to the Pact for Youth through a number projects. BLF Czech is a part of the Be-Happy project (enhancing apprenticeships in SMEs) coordinated by CSR Europe. Other projects include mentoring for new teachers, which also covers helping experienced teachers become talented mentors, so that they can support their colleagues in their professional and personal development, “manager shadowing” project where students are presented with an opportunity to do a ten-day internship in a reputable firm and the “Junior Lean In” that offers young women advice at the start of their career.

Bulgaria, UNGC Bulgaria - 25 members

Currently we are preparing the fourth, enriched edition of the ‘Proud with my Parents’ Work’ Programme. The programme’s goals are in line with and promote further the Pact4Youth’s ideas and fall under Sustainable Development Goal 4 on ensuring inclusive and equitable quality education.

In short, the programme helps children understand the role of labour as both a necessity and value, by enabling them to follow the work of their parents in the workplace. Some of biggest socially responsible companies in the country take part in the initiative. The programme provides young people the opportunity of career-orientation by inspiring them to first make a responsible choice of a profession and only then to consider where and how can they prepare career-wise.

The culmination and the second part of the initiative is the Bazaar of Professions. Last year hundreds of pupils, teachers, and parents visited the fair and took part in the presentations of various professions and career orientation workshops. This year the special career expo will be bigger and will last two days so that more children and youngsters can visit. The Bazaar will take place on November 25 - 26, 2016, with free access for children, youngsters, their parents and teachers. Different professions will be presented in a universal and structured way, alongside with lectures on career and personal development.
France, IMS France 250

IMS France has been very active with the Minister of Education to put together the French National Action Plan and they organise workshops and conferences on the Pact for Youth regularly. Currently IMS France is working on a communication strategy to deliver more information about the Pact for Youth to the French audience. They continue working on three big projects; their innovation and employment programme the “Innov@venir”, the “Un Jour, Un Métier” programme that expands vocational guidance for disadvantaged schoolchildren and the “Déployons nos Elles” that fights against gender stereotypes in working life.

Greece, CSR Hellas - 129 Members

NOVEMBER 2015

CSR Hellas representing its corporate members took part in Enterprise 2020 Summit, in Brussels, where the Pact was launched. From the very first moment CSR Hellas called its members to support the Pact by co-signing it and becoming Initiators. FEBRUARY 2016

A Task Force, consisted by volunteers-representatives of CSR Hellas’ corporate members, was formed to facilitate the coordination of the Pact activities at national level. In view of a National Action Plan, a series of preparatory actions were deployed, aiming at developing the pilot implementation of a new qualitative internship/traineeship model in Greece, taking into consideration both the business special circumstances and the personal needs of interns/trainees.

MARCH - JUNE 2016

To support the implementation of the Pact a survey was conducted among the members of CSR Hellas, Hellenic Federation of Enterprises and Thessaloniki Chamber of Commerce and Industry, as well as Greek Universities, to map the current situation in regard to internship/traineeship programmes running in Greece. Mapping of best practices was included in the study to provide qualitative data for future use.

JULY 2016

Round table discussions structured as focus groups were organized to discuss the priorities of the Pact in Greece and proposals for collaboration between academia and businesses. This stakeholder dialogue aimed at mapping the different parts’ view, as well as the drafting of a “white paper” with common views on the reform of the internship/traineeship institution in Greece. Next steps include:

• publishing a Best Practice Guide on quality internships/traineeships and
• pilot implementation of programme focused on professional skills and work experience.

*The European Pact for Youth has already been translated into the local language.
Progress from national business networks

Ireland, BITC Ireland - 60 members

BITC Ireland, together with the European Commission and CSR Europe, conveyed a first national stakeholder session in Dublin on March 31 with the purpose of cross-fertilising the Irish efforts with those of the Pact. A key asset of the Pact will be the continuous efforts of Irish companies engaging with schools to provide management excellence for teachers and principals (MET). The programme creates the space for Ireland’s top businesses to share company and staff skills through workshops with a school staff on topics that have been identified by that school staff. On Thursday, 12th of May, in the RDS, Dublin 150 representatives from about 100 top companies in Ireland gathered for the first ever gathering of all the Schools’ Business Partnership participants. In the meeting they envisioned the future for Ireland and Tina Roche CEO BITC Ireland spoke about the Pact for Youth and called on all the companies to reflect and decide how they can support it. Since then BITC Ireland and other stakeholders have been continuously working to develop their National Action Plan.

Sodalitas Foundation and Impronta Etica - 128 Members

Fondazione Sodalitas and Impronta Etica teamed up to build a National Action Plan of the European Pact for Youth. In October 2016, 36 companies and 10 supporting organization (including employers’ federations and education providers) join the national network of the Pact. The National Action Plan received a full endorsement from the Ministry of Labour and from the Ministry of Education during a public event on October 5, in which the National Action Plan was officially launched. The Pact is also supported by ItaliaLavoro, a technical agency of the Ministry of Labour.

The priorities of the Pact for Youth in Italy are:

- Boosting the partnership between secondary schools and businesses in the framework of the Education Reform “La Buona Scuola”, (group leaders: Fondazione Sodalitas and Impronta Etica)
- Establish a national branch of the European Hub on Entrepreneurship Education, to collect and scale up entrepreneurship education models (group leader Junior Achievement Italy)
- Promote VET Education and the new apprenticeship model, according to the national reform “Jobs Act” (group leader: Enel).
- Monitoring experiences and measuring impacts, finding the business case for job based education, and scaling up best practices are the common goals of the three work streams, that started their activities in September.

Malta, CORE Platform - 12 members

The Core Platform is currently working on their National Action Plan. In 2016 they were in touch with the Maltese government to find opportunities to work together and have looked for partners in schools, cities and SMEs. The CORE Platform has also worked with local councils to establish actions to reduce skills gaps. Furthermore the Platform is currently looking for ways to be a leader in promoting STEAM skills and gender imbalance.

Portugal, GRACE - 138 members

GRACE is hosting the Uni.Network project to link business and academia to promote closer ties between the business world and universities. Its mission includes helping young academics enter working life. The project entails the GRACE Academy, which aims to develop academic projects on a topic of Corporate Social Responsibility and aims to reward the best authors with the opportunity to have a professional experience in a GRACE associate company.
Progress from national business networks

Spain, Forética – 240 members

On November 4, Forética launched the European Pact for Youth at national level in Spain. For this launch, Forética officially engaged with 13 regional government authorities in Andalucía, Aragón, Asturias, Cantabria, Castilla y León, Extremadura, Galicia, Islas Baleares, La Rioja, Madrid, Murcia, Tenerife and Valencia. These twelve entities have become, alongside the Ministry of Employment, “institutional partners” of the campaign and are helping to promote the Pact and the wider Enterprise 2020 agenda across Spain through local networks, businesses and associations. At the launch, they also presented over 50 best practice examples of how business engages with education.

Kosovo, CSR Kosovo - 27 members

CSR Kosovo is working on their National Action Plan. In 2016 CSR Kosovo reached out to business leaders to work as mentors for new start-ups, an idea that has been very well received by the donor community, the public sector and also their members. The project “The Kosovo School for Entrepreneurship” launched in September 2016 is an extensive programme of education on entrepreneurship, business management, marketing, finance and other skills provided both to University students and graduates. This is especially targeted to those from disadvantaged communities with the opportunity to develop necessary skills and knowledge required to create a business and manage its daily operations. Linked to this project, CSR Kosovo is also negotiating with the government, loan guarantees for future start-ups. Most recently, CSR Kosovo established the “Champion of Youth” award and will organise the award ceremony during the launch of the Pact for Youth in Albania, with CSR Albania.*The European Pact for Youth has already been translated into the local language and adapted the Pact targets to local context.

Ukraine, CSR Ukraine – 41 members

- On August 15 the second group of companies joined the Pact. So now we have 30 companies who signed the Pact
- According to companies’ plans in 2016, 1700 new places for internships and jobs will be created and 30 new partnerships with Universities will be established
- We decided to make monthly meetings with companies-signatories of the Pact to discuss mistakes of the companies in working with youth
- In December the Forum dedicated to the Pact will be conducted under the title “Business and YOUTH - wow-results from the collaboration”

*The European Pact for Youth has already been translated into the local language and adapted the Pact targets to local context

Please see Progress Review November 2015 - May 2016 for previous national networks’ progress
8. Progress from international partners

China, GoldenBeeCSR2020

GoldenBeeCSR2020 (the largest Chinese network on CSR) will hold a plenary on “Youth is Our Future” at the 11th International Conference on CSR for companies in China to explore, together with education and governments, how to enhance the future skills needs, very much in line with the objectives and proposed actions in the European Pact for Youth.

South Africa

The European Commission, together with CSR Europe, through IBM and Engie, will present the Pact to a broad audience of businesses, governments, education, and diplomatic players. They plan to join an exciting agenda titled “Life skills development for youth social inclusion and employability” on 17 May. With youth making up to 66% of the population and with a youth unemployment rate of 49%, the EU Delegation to South Africa is keen to identify those approaches developed in Europe that are potentially of great interest to South African stakeholders.
9. Communications

Social media November 2015 - 2016

5,980,950
Total exposure (including retweets) of #pact4youth
Exposure is the number of overall impressions generated by tweets in this report – the total number of times tweets were delivered to timelines (including repeats). Conservative estimate.

2,164,430 people reached through original tweets containing #Pact4Youth (not retweets). Conservative estimate - software tracks 100 tweets per two week period, in some two week periods there were more than 100 tweets.

Communications guide for National Partner Organisations
This guide is designed to help CSR Europe’s national partners communicate about the Pact for Youth. It includes tips and example posts for social media.

Social media guide for Pact for Youth leaders
This guide is designed to help European Pact for Youth leaders communicate about the upcoming November 24 Leaders’ meeting.
10. Who supports the Pact for Youth?

Co-Chairs
Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility
Viscount Etienne Davignon, Minister of State and President of CSR Europe

Supporting companies

Supporting organisations

CSR Europe’s national partners

Members of the European Parliament
Jean Arthuis, ALDE
Eva Paunova, EPP
Maria Joao Rodrigues, S&D
Rainer Wieland, EPP
Sabine Verheyen, EPP

High level support of
Martin Schulz, President of the European Parliament
Donald Tusk, President of the European Council
Jean-Claude Juncker, President of the European Commission

Under the high patronage of
His Majesty King of the Belgians