



Coordinator:



Contact Details:

FRANCE:

Euoricycle, Website: [www.euoricycle.info](http://www.euoricycle.info)  
ADICE, Website: <https://adice.asso.fr/>

CYPRUS:

EDITC LTD, Website: [www.editc.eu](http://www.editc.eu)

GERMANY:

MetropolisNet, Website: [www.metropolisnet.eu](http://www.metropolisnet.eu)  
u.bus GmbH, Website: [www.ubus.net](http://www.ubus.net)

ITALY:

CIOFS-FP, Website: [www.ciofs-fp.org](http://www.ciofs-fp.org)

Partners:



EDITC



MetropolisNet  
European network of local development  
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# SYMPATIC

Support and Value Adults Mobility and  
Training for Integration into Companies



Co-funded by the  
Erasmus+ Programme  
of the European Union

Website: [sympatic.projectsgallery.eu](http://sympatic.projectsgallery.eu)

## Current situation of youth employment in Europe

The situation of youth employment in Europe, young people under 30, remains alarming. Many countries in Europe have very high rates of youth unemployment. The reality is that we are talking about a group that has an uncertain future, with a difficult integration in the labor market, although many of them have higher education and master. Moreover, the working conditions are precarious: little stability, temporary contracts, poor family reconciliation and low wages. In a context where access to work has become, the race to employability contains a lot of obstacles and difficulties, there are many candidates and a lot of competitiveness.

SYMPATIC project aims at creating:

- A facilitated labour integration for young people after a mobility
- A process of recruitment that starts before the mobility / VET & a better communication between young people and employers
- A trustful relationship between the young person, the job coach and the tutor / employer
- A network of companies in different countries that are recruiting on a regular basis and their vacancies
- A pool of young people on the online platform that are "available" and competent to apply for the job vacancies



## Key stakeholders/target groups for the success of SYMPATIC

For the success of SYMPATIC, three key groups of participants will be involved:

- Young people under 30 who participate in a mobility program or a VET.
- Social workers/ mobility providers / VET providers (from partner organisations) who will help young people before, during and after the mobility. The staff, during the project, will be trained to become Job Coach, equipped to provide more accurate professional guidance for young adults who are job seekers.
- Tutors in the companies who will support the integration of young people into the workflow of during the internship, build a trustful relation and attend a training to adapt job vacancies with hard and soft skills that can better match with young people.

## SYMPATIC is an ambitious project with the 2 main objectives:

Create a link between companies that recruit on a regular basis (i.e tourism sectors: guides, drivers, information centres, accommodation, catering / restaurant industry, selling, seasonal jobs) and young people looking for a job. This includes:

- \* Draw a panorama of the job market (needs and demands) and job vacancies in the sectors
- \* Train tutors in the companies offering internships

Facilitate the integration of young people in the labour market at national level and abroad. Specifically, our aims are to:

- \* Train social workers/mobility providers / VET providers to be job coach
- \* Enable young people to get trained during a mobility and come back with the necessary competences to integrate the labour market
- \* Facilitate the recognition of the acquired competences

## SYMPATIC main deliverables:

### IO 1 - Occupational profile.

A detailed study about the labour reality and profiles needed (hard and soft skills) in the field of tourism.

### IO 2 - A Tutors' kit:

A training and a manual for the tutors in the companies during the internship so that they can monitor the young people and can support / facilitate the professional integration into the workflow of the company.

### IO 3 - The mobility pack:

A training to become a job coach. It includes 3 main topics:

- \* how to be a job coach (roles and missions)
- \* how to wisely use social media: promote a youth experience with social media and search for a job with the appropriate profile on the appropriate social media
- \* how to evaluate the skills developed on a mobility

The mobility pack is composed of a training content with learning objectives and outcomes developed in the 4 countries.

### IO 4 - An online platform:

The objective of the CONNECT platform is to connect the young people who participate in the project and the recruiters of the companies to encourage better communication between them and above all an appropriate matching.