

**Interreg**



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**Terremplo**

# TERREMPLO

**CAPITALISATION** —————

## THE TERREMPLO PROJECT

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Europe faces three interrelated challenges: the skills gap, an ageing population and achieving a just and green transition. Our transnational partnership maintains that effective inter-agency cooperation between public bodies and between public and private organisations is essential if Europe is to meet these challenges and improve the employability of vulnerable groups, including jobseekers and people in precarious employment, so that no one is left behind. (ILO, 2022)

Often education departments and employment services work separately and focus instead on specific outcomes such as skills development (VET) or job search (Employment).

Inter-agency cooperation arises within territories and therefore generates collective skills between regions. Collective skills to support employment are strategic because without them, territories are not in a position to make a sustainable commitment to green and inclusive labour market transitions, but collective skills need to be incubated, promoted and animated.

We will develop a joint strategy to connect and support collective innovation networks across Ireland, Belgium and France to prepare for social, digital and environmental transitions, enabling greater coordination and synergies services. Our strategy will focus on developing entrepreneurial skills among our target groups to compete in the current and future labour market.

The quality of the transnational partnership is ensured by the direct involvement of regional employment , youth organisations, innovation agencies, vocational and technical training providers and local networks in the North West European region.

*(Extract from the project submitted on 30 01 2024)*

# TABLE OF CONTENTS

|  |           |
|--|-----------|
| <b>THE TERREMPLO PROJECT .....</b>   | <b>2</b>  |
| <b>OVERVIEW OF TERRITORIES.....</b>  | <b>5</b>  |
| BALLYMUN (IRELAND) .....   | 7         |
| <i>Demography and Population .....</i>   | 7         |
| <i>Economy and Key Sectors .....</i>   | 8         |
| <i>Labour market and unemployment .....</i>  | 9         |
| <i>Training and skills .....</i>   | 9         |
| PICARDIE MARITIME (FRANCE) .....   | 10        |
| <i>Demography and Population .....</i>   | 10        |
| <i>Economy and Key Sectors .....</i>   | 10        |
| <i>Labour market and unemployment .....</i>  | 11        |
| <i>Training and skills .....</i>   | 11        |
| WALLONIA: A DIVERSIFIED REGION UNDERGOING A COMPLETE OVERHAUL.....                                   | 12        |
| <i>Demography and Population .....</i>   | 12        |
| <i>Economy and Key Sectors .....</i>   | 12        |
| <i>Labour market and unemployment .....</i>  | 13        |
| <i>Training and skills .....</i>   | 13        |
| PAYS DE LA LOIRE (FRANCE) .....  | 14        |
| <i>Demography and Population .....</i>   | 14        |
| <i>Economy and Key Sectors .....</i>   | 14        |
| <i>Labour market and unemployment .....</i>  | 15        |
| <i>Training and skills .....</i>   | 15        |
| <b>INTER-AGENCY PROGRAMMES AND PARTNERSHIPS.....</b>   | <b>16</b> |
| THE BALLYMUN JOB CENTRE (BJC) - A COMMUNITY RESPONSE TO CHRONIC UNEMPLOYMENT .....                   | 16        |
| <i>Services offered.....</i>   | 16        |
| <i>Map of organisations associated with the BJC .....</i>  | 17        |
| <i>Classification of associated partners.....</i>  | 18        |
| IFAPME - A MAJOR PLAYER IN VOCATIONAL TRAINING IN WALLONIA .....                                     | 20        |
| <i>Missions and strategic challenges (2023-2028) .....</i>   | 20        |
| <i>The IFAPME Liège-Huy-Verviers Centre.....</i>   | 20        |
| <i>The 4 training cycles.....</i>  | 20        |
| <i>Strong links with companies .....</i>   | 21        |
| <i>Support for young people in difficulty.....</i>   | 21        |
| <i>Innovative initiatives : The Talent Challenge .....</i>   | 21        |
| <i>Map of organisations associated with IFAPME.....</i>  | 21        |
| MISSION LOCALE PICARDIE MARITIME (MLPM), A KEY PLAYER IN SUPPORTING YOUNG PEOPLE IN THE REGION ..... | 25        |
| <i>Key actions and facilities of Mission Locale Picardie Maritime .....</i>                          | 25        |
| <i>Local issues and impact.....</i>  | 25        |
| <i>Map of organisations associated with the Mission Locale Picardie Maritime (MLPM).....</i>         | 26        |
| <i>Relationship classification.....</i>  | 27        |
| LE CUBE CONSULTANTS, A TERRITORIAL THINK TANK SERVING DEVELOPMENT IN PAYS DE LA LOIRE.....           | 31        |
| <i>Missions and objectives .....</i>   | 31        |
| <i>Methods and approaches .....</i>  | 31        |
| <i>Helping vulnerable young people to access mainstream services: Summary diagram .....</i>          | 32        |

|   |           |
|---|-----------|
| <b>COLLECTIVE SKILLS GENERATED IN PARTNER REGIONS .....</b>   | <b>35</b> |
| CHARACTERISTICS OF COLLECTIVE SKILLS IN PARTNER TERRITORIES.....                                    | 35        |
| <i>A solid territorial network.....</i>   | 35        |
| <i>Building collaborative hubs.....</i>   | 35        |
| <i>The existence of a common frame of reference .....</i>   | 36        |
| <b>IDENTIFICATION OF NEEDS BY LOCAL PARTNERS .....</b>  | <b>37</b> |
| <b>THE RESULTS OF SUPPORT AS SEEN BY YOUNG PEOPLE AND PARTNER ORGANISATIONS IN THE REGION .....</b> | <b>39</b> |
| <i>Identity and Personal Situation.....</i>   | 39        |
| <i>What skills are expected and need to be developed? .....</i>                                     | 42        |
| <i>Involvement with associations or the community.....</i>  | 43        |
| <i>Professional experience.....</i>   | 43        |
| <i>Young people and their support.....</i>  | 44        |
| <i>Environment and Territorial Constraints .....</i>  | 45        |
| <i>Entrepreneurial perspective.....</i>   | 45        |
| <i>Perception of the labour market .....</i>  | 47        |
| <i>Use of digital tools.....</i>  | 47        |
| <i>Overall satisfaction and conclusion .....</i>  | 48        |
| <b>BIBLIOGRAPHIC RESOURCES .....</b>  | <b>49</b> |

## OVERVIEW OF TERRITORIES

*Methodological note:* The monographic work carried out by each partner for each territory aims to provide an in-depth analysis of their specific characteristics. In order not to make this capitalisation more cumbersome to read, we have chosen to summarise them. In addition, each partner develops support strategies tailored to its unique territorial context. This generic analysis of the partner territories (France, Belgium, Ireland) is not intended to compare them directly, but rather to understand their own typologies and dynamics. The aim is to provide practitioners and decision-makers with concrete avenues for action tailored to their local realities, while drawing inspiration from the innovations and good practice developed in each territory.

The partners in the Northern Europe zone show marked contrasts at both national and regional level, reflecting their own cultural, economic and social specificities. This diversity, which can also be observed at sub-national level, is reflected in disparities in terms of development, population density, economic structures and geographical contexts. Given this heterogeneity, a relevant comparative analysis requires the identification of standardised key indicators, such as population, GDP or the unemployment rate, to establish a common analytical framework.

With this in mind, the aim of the project is to decipher these territorial singularities and highlight their impact on regional development trajectories. The approach adopted, which is both macro and micro, combines an overall strategic vision with a detailed analysis of the characteristics and levers specific to each region.

This document highlights these issues while placing them in their local context. This methodology ensures overall coherence while responding to the specific characteristics of the territories in the North Europe zone.

### Key figures for the regions in 2024

| Territory                  | Population | Surface area (km <sup>2</sup> ) | Density (inhab/km <sup>2</sup> ) | Unemployment rate (%) |
|----------------------------|------------|---------------------------------|----------------------------------|-----------------------|
| Dublin North (Ireland)     | 219 457    | 420                             | 522.52                           | 8.0                   |
| Wallonia (Belgium)         | 3 648 206  | 16901                           | 216                              | 7,5                   |
| Picardie Maritime (France) | 104 000    | 1,375                           | 75.64                            | 9.5                   |
| Pays de la Loire (France)  | 3 854 000  | 32000                           | 115                              | 5.9                   |

*Sources: national monographic documents*

GDP per capita is an important economic indicator for giving an idea of the wealth produced by an area. North Dublin, with a GDP of €79,000 per inhabitant per year, benefits from the prosperity of the Irish capital, while Liège with €30,000 and Picardie Maritime with €25,000 suffer from lower GDPs, due to dependence on ageing industries and tourism. Pays de la Loire has a diversified economy, with a GDP per capita of €35,235€ supported by strong industrial sectors, but with inequalities between urban and rural areas. This economic development brings with it different social and infrastructural dynamics depending on the region, which we will be looking at beyond this general overview.

#### **Share of Neets in partner territories and representation in relation to the 15-29 age group**

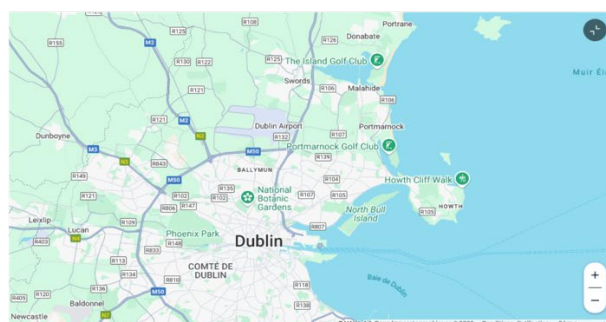
| <b>Territory</b>           | <b>Population aged 15-26</b> | <b>NEET rate (%)</b> | <b>Total number of NEETs</b> | <b>NEETs as % of working population</b> |
|----------------------------|------------------------------|----------------------|------------------------------|---|
| Dublin North (Ireland)     | 85 487                       | 14%                  | 11,968                       | 8.5%                                    |
| Wallonia (Belgium)         | 382 000                      | 16%                  | 61,12                        | 12%                                     |
| Picardie Maritime (France) | 34 000                       | 18%                  | 6,12                         | 10%                                     |
| Pays de la Loire (France)  | 800 000                      | 11%                  | 88                           | 6%                                      |

*Sources: national statistical institutes (2024)*

These figures highlight the challenges of integrating young people into the labour market in each region. NEETs, although varying in proportion, represent a significant population for all the partner regions.

## BALLYMUN (IRELAND)

Located in the north of Dublin, Ballymun comprises both urban and rural areas. It benefits from direct access to Dublin Airport and major road links. The area has undergone significant transformation with regeneration initiatives to improve infrastructure and the living environment. It also benefits from strategic access to tourist attractions such as beaches and historic sites at Balbriggan.



*Maps of Ballymun*

Despite these strengths, the specific unemployment rate in Ballymun is **10%**. This figure is higher than the overall average for the North Dublin area, where the rate is estimated at **8%**. Efforts have been made to reduce social disparities and develop employability. The Ballymun Job Centre plays a key role in employability by targeting young people and vulnerable populations. Ballymun has a population of 219,457. Around 39% of the population is under 30, reflecting a young population. However, social inequalities persist, with a high percentage of single-parent households.

## DEMOGRAPHY AND POPULATION

The area covered by the Ballymun Job Centre (BJC) has a total population of 219,457, according to the 2022 census. This population is spread across three main areas: Swords, Balbriggan and Ballymun/Whitehall. Swords, which accounts for 42% of the population, is a strategic and dynamic town, benefiting from its proximity to Dublin airport and infrastructure projects such as MetroLink. Balbriggan, with 33% of the population, is a fast-growing coastal town. Ballymun/Whitehall, home to 25% of the population, has historically faced significant socio-economic challenges, despite recent efforts at urban regeneration.

The demographic dynamic of this area is characterised by significant growth, particularly in Balbriggan, which recorded a 71% increase in its population in certain areas between 2006 and 2016, making it the fastest-growing city in Ireland. North Dublin is also notable for its young population, with 39% of residents aged under 30, a figure higher than national averages, reflecting its attractiveness to younger generations.

However, specific local features highlight significant contrasts. Ballymun, historically associated with social housing, remains an area facing major challenges, with unemployment rates as high as 18% in some areas, well above regional averages. In Balbriggan, strong population growth is raising questions about the ability of local infrastructure to meet the needs of a burgeoning population. Swords, meanwhile, is a central hub for the local government of Fingal and is benefiting from increased economic dynamism.

The socio-economic profile of the area also reveals significant inequalities. In Ballymun, 41% of residents have not completed secondary education, a figure well above the national average, reflecting persistent disparities in education. While North Dublin has a higher labour market participation rate than the national average, reaching 65%, Ballymun remains an exception, with significantly higher unemployment rates, highlighting the disparities within the area itself.

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## ECONOMY AND KEY SECTORS

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To understand the level of unemployment in the area, it is necessary to understand its economic dynamics. North Dublin benefits from its proximity to Dublin, the nerve centre of the Irish economy. Dublin International Airport, located in the Fingal area, is a major economic driver, supporting the logistics, air transport and tourism sectors. The main economic sectors in the region are

- **Commerce and retail services:** 27% of the working population is employed in this sector.
- **Professional services:** 25% of jobs are in professional services, particularly in technology and consulting firms.
- **Manufacturing and other industries:** 15% of jobs are in a variety of industrial sectors, including the manufacture of chemical, food and electronic products.

Economic dynamism is underpinned by the region's integration into regional and global value chains, facilitated by well-developed transport infrastructure.



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## LABOUR MARKET AND UNEMPLOYMENT

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The Ballymun Job Centre (BJC) catchment area has an unemployment rate of up to 18% in Ballymun, with lower figures in Swords and Balbriggan. North Dublin is benefiting from economic diversification, with marked growth in the logistics, IT and digital services sectors, particularly around Dublin Airport. Conversely, traditional sectors such as construction and manufacturing are facing skills shortages. However, local employment remains limited in areas such as Ballymun, where there are fewer opportunities.

The main constraints include a lack of mobility, poorly qualified young people and a negative perception of disadvantaged areas such as Ballymun. Transport infrastructure, while advanced in some parts of the area, remains inadequate in others, reducing access to employment for isolated populations.

The development of the logistics, digital services and ecological transition sectors offers significant opportunities for the local economy. The BJC's initiatives to improve skills and strengthen partnerships with employers are helping to better meet the needs of expanding sectors. In the longer term, infrastructure projects such as MetroLink and training for emerging trades could boost economic inclusion.

With concerted efforts on training, mobility and inclusion, the North Dublin labour market can move towards greater equity and dynamism.

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## TRAINING AND SKILLS

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One of the major challenges for North Dublin remains the mismatch between the skills available and the needs of the labour market. Around 40% of the population over the age of 15 have only lower secondary education, which limits their employment prospects. In contrast, 30% of the population have a university degree or higher, although this proportion is higher in the more affluent areas of the region.

The Ballymun Job Centre plays a key role in developing vocational skills through training and reintegration programmes. The centre offers career guidance, skills training and employment support to local people, particularly vulnerable young people. The training programmes focus mainly on developing digital skills, project management and construction trades, sectors in high demand.

One of the main challenges for Dublin North is to improve access to training for young people and people in precarious situations.

## PICARDIE MARITIME (FRANCE)

Located in the Hauts-de-France region, Picardie Maritime boasts a rich natural heritage (Baie de Somme, cliffs and marshes). It combines rural and urban areas

Picardie Maritime boasts an exceptional natural heritage, in particular the Baie de Somme and its varied landscapes ranging from cliffs to marshes. The region is both rural and urban, with a strong economic dynamic, particularly in tourism, agriculture, industry and services

The labour market here is diversified, but some sectors, such as construction, are struggling to recruit despite the opportunities available. In addition, young people looking for work face challenges in terms of mobility and access to training, although efforts are being made to develop transport infrastructure and alternative modes of travel.



Map of Picardie Maritime

## DEMOGRAPHY AND POPULATION

Picardie Maritime, located in the south-west of the Somme, is a sparsely populated area with around 104,000 inhabitants. This rural area is characterised by a significantly ageing population, with 28% of its inhabitants aged over 60. Young people (under 30) account for just 34% of the total population.

Demographic trends: For several decades now, the region has been experiencing an emigration of young people, who are leaving the area for job and study opportunities in the major cities. This phenomenon is contributing to demographic ageing and the desertification of certain rural areas.

## ECONOMY AND KEY SECTORS

Picardie Maritime's economy is based on three main sectors:

- **Agriculture:** This sector remains an economic pillar for the region, although it faces challenges such as the modernisation of farms and the ecological transition.
- **Agri-food industry:** The processing of agricultural products is a key sector, with medium-sized companies exporting their products throughout France and Europe.
- **Tourism:** The Baie de Somme, with its unique landscapes, attracts thousands of tourists every year. However, tourist employment remains mainly seasonal, which limits its impact on stabilising the local economy.

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## LABOUR MARKET AND UNEMPLOYMENT

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The unemployment rate in Picardie Maritime is relatively high, at 9.5%. Young people are the hardest hit, due to the lack of local opportunities and the precarious nature of seasonal jobs. The construction and industrial sectors are also struggling to recruit due to a shortage of skilled workers.

Local businesses also face challenges related to modernisation, exporting and managing the ecological transition. Labour needs in the sustainable agriculture and environmental sectors are not yet sufficiently taken into account in local training provision.

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## TRAINING AND SKILLS

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Access to education remains one of the main challenges for this rural area. Educational facilities are concentrated in urban areas, forcing young people to travel or leave the region to pursue their studies. The school drop-out rate is high, especially in rural areas, due to poverty and a lack of career prospects.

Mission Locale de Picardie Maritime is working to reduce these inequalities by offering work-linked training tailored to the needs of the local labour market, particularly in agriculture, tourism and construction. However, limited resources and the low mobility of young people hamper the effectiveness of these initiatives.

The region is struggling to retain its active population. Improving mobility and creating training courses tailored to local needs are priorities for the future.

In addition, the ecological transition, particularly in the agricultural and tourism sectors, offers opportunities that the region must seize. The development of new skills in the fields of sustainable tourism and organic farming could be a major lever for growth.

## WALLONIA: A DIVERSIFIED REGION UNDERGOING A COMPLETE OVERHAUL



Wallonia, the southern region of Belgium, is a vast and contrasting territory, combining urban, rural and industrial areas. It plays a central role in the Belgian economy thanks to key sectors such as agri-food, logistics and technological innovation

*Map of Wallonia*

### DEMOGRAPHY AND POPULATION

With a population density of 216 inhabitants/km<sup>2</sup>, Wallonia has a population of around 3.6 million. The region is marked by an ageing population, with 25% of its inhabitants aged over 60. The region is also ethnically diverse, with around 20% of residents of foreign origin, largely concentrated in urban areas such as Liège and Charleroi.

Although Wallonia experienced a demographic decline in the 1980s and 1990s due to the collapse of its heavy industries (coal, metallurgy), the population is now stabilising thanks to immigration and economic conversion initiatives.

### ECONOMY AND KEY SECTORS

Wallonia is undergoing a major economic transformation after decades of industrial decline. The main economic sectors today are :

1. Agri-food: A pillar of the regional economy, with a network of SMEs specialising in the processing of agricultural products, promoting the local terroir.
2. Logistics and transport: Thanks to its central position in Europe, Wallonia has become a major logistics hub. Liège airport is Belgium's leading cargo airport and a key player in European freight transport.
3. Innovation and research: Wallonia's universities, in particular the University of Liège and the University of Louvain, play a key role in the development of cutting-edge technologies and the ecological transition. Public-private partnerships support the development of technology clusters and innovative start-ups.

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## LABOUR MARKET AND UNEMPLOYMENT

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Unemployment in Wallonia remains high, at around 7.5% in 2023, compared with a national average of 5.7%. The situation is particularly worrying for :

- Young people (aged 15-29), with an unemployment rate of around 20%.
- Immigrants, who often have difficulty coping with industrial conversion and the new demands of the labour market.

Growth sectors (logistics, agri-food, digital and ecological transition) are struggling to recruit because of a skills shortage. Wallonia suffers from a lack of attractiveness of technical and industrial training, which is often perceived negatively by young people.

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## TRAINING AND SKILLS

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The Walloon work-linked vocational training network, mainly supported by IFAPME (Institut wallon de Formation en Alternance pour les indépendants et PME), plays a key role in enhancing the skills of young people and facilitating their integration into the world of work.

- The sandwich course offers practical training in companies, combined with theoretical courses in specialised centres.
- It provides training for more than 200 occupations in a wide range of sectors, including construction, technical occupations, green jobs, agri-food and digital technology.

However, a number of challenges remain:

- Technical and manual occupations still have a negative image, although this is changing for the better, especially thanks to work-linked training, which is becoming a model validated by all types of education.
- Young people are losing interest in vocational courses, despite growing opportunities.

Efforts are being made to upgrade these professions in partnership with local businesses and educational establishments, particularly in the digital and ecological transition sectors.

*Challenges and prospects:* Wallonia faces a number of challenges if it is to succeed in its economic conversion:

1. Combating unemployment among young people and vulnerable groups.
2. Adapting training to the needs of growth sectors and occupations in short supply.
3. Improve the image of technical professions to attract more young people to these fields.

The region is counting on closer collaboration between training centres (such as IFAPME), companies and public players to create synergies and meet the needs of the job market. Despite its structural challenges, Wallonia has major assets for its economic conversion.

## PAYS DE LA LOIRE (FRANCE)

Pays de la Loire is a vast region combining rural and urban areas along the Nantes-Saint-Nazaire-Angers-Le Mans axis. The region boasts a dynamic economy and good infrastructure.



Map of Pays de la Loire

## DEMOGRAPHY AND POPULATION

The Pays de la Loire region has a population of 3.85 million. It is characterised by strong demographic growth, particularly in urban areas such as Nantes, Angers and Le Mans. This dynamic trend is largely underpinned by positive net migration, which offsets the ageing of the population. The region has a higher birth rate than the national average, with 1.82 children per woman.

*Population distribution:* The population is concentrated along the Nantes-Saint-Nazaire axis, where the region's main economic centres are located. Rural areas, particularly in the Vendée and Mayenne, continue to lose population due to the migration of young people to the major cities for employment and education opportunities.

## ECONOMY AND KEY SECTORS

Pays de la Loire has a diversified economy, with key sectors such as :

- **Agriculture:** The region is one of France's leading agricultural areas, with a wide variety of crops ranging from livestock to cereals. The food industry is a major sector.
- **Industry:** The region is a major centre of French industry, particularly shipbuilding (in Saint-Nazaire) and aeronautics (around Nantes). These sectors continue to grow, with investment in research and innovation.
- **Services and technology:** The tertiary sector is expanding rapidly, with the development of technology clusters, particularly in Nantes, which is attracting many innovative companies in the digital and energy transition sectors.

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## LABOUR MARKET AND UNEMPLOYMENT

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The unemployment rate in Pays de la Loire is 6%, one of the lowest in France. This is partly due to the diversity of economic sectors and the importance of apprenticeships, which make it easier for young people to enter the job market. However, some rural and suburban areas are experiencing employment difficulties, due to their distance from major economic centres and lack of mobility.

Young people are particularly affected by these disparities. While urban areas such as Nantes and Angers offer many job opportunities, young people in rural areas struggle to access quality training and skilled jobs.

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## TRAINING AND SKILLS

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The Pays de la Loire region boasts a rich and varied training network, ranging from apprenticeships to university courses. The school drop-out rate is relatively low, thanks to active prevention policies and enhanced support for young people in difficulty. However, in rural areas, young people face challenges related to mobility and access to educational infrastructure.

Apprenticeships are particularly well developed in the region, with programmes designed to meet the specific needs of the industrial and agricultural sectors. However, there is still a shortage of qualified professionals in careers related to the ecological and digital transition, a challenge that the region is working hard to address by strengthening the training on offer in these areas.

Pays de la Loire faces a number of structural challenges, including the need to make rural areas more attractive in terms of employment and infrastructure. The ageing of the population will also require health services and social infrastructures to be adapted in the years to come.



## INTER-AGENCY PROGRAMMES AND PARTNERSHIPS

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*Caution: Each area described has its own characteristics, so the funding mechanisms for the actions depend on their elected representatives and administrative structures. As a result, each partner puts in place specific measures to meet the needs of young people, while respecting these contextual elements. We wanted to understand the place of each project partner in the partnership network*

*To simplify the reading of this section, each map is presented independently, with legends and precautions for use specific to each. As a result, readers may find certain passages redundant.*

### THE BALLYMUN JOB CENTRE (BJC) - A COMMUNITY RESPONSE TO CHRONIC UNEMPLOYMENT

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Established in 1986, the Ballymun Job Centre (BJC) is Ireland's first community employment service. It was born against a backdrop of high levels of unemployment and social disadvantage in Ballymun. Guided by the belief that access to employment is the key to reducing poverty and welfare dependency, the BJC works for the economic and social inclusion of local people.



The BJC is a not-for-profit organisation employing 30 professionals (counsellors, psychologists, European project coordinators). Its holistic, client-centred approach, known as MEEG (*Model of Enabling Employment Guidance*), provides individual support for jobseekers to overcome multiple barriers: low levels of education, long-term unemployment, addictions, mental health problems, etc.

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### SERVICES OFFERED

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- **Guidance and support towards employment:** Development of a **personalised progression plan** (PPP) for each beneficiary, based on their pace and needs.
  - **Innovative tools:** European programmes such as **Career Bot** (job search) and **Flows** (development of soft skills).
- **Employment and placements:** Access to job offers, CV preparation and interviews.
- **Training and education:** Information, guidance on training, apprenticeships and financial support programmes.
- **Highly supportive services:** Support for people who are a long way from employment (addiction problems, court cases).
- **European projects:** Participation in innovative projects to test new approaches and tools.
- **Employer support:** Relations with **500 local employers** to meet recruitment needs.

The BJC is managed by a **Board of Directors** made up of representatives from local schools, universities and training centres.



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## MAP OF ORGANISATIONS ASSOCIATED WITH THE BJC

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*Caution: The mapping of the BJC's institutional proximities and partnerships was carried out following a series of detailed interviews. This map shows the relationships and interactions between the BJC and its various partners, organised into zones according to the nature of their collaboration.*

A structured process has been put in place to visually represent the BJC's complex relationships with its many partners.

### *Identification of key players*

An exhaustive identification of the main players has been carried out. This included organisations involved in training, career guidance, local economic development and support for vulnerable young people. Each partner was identified according to its specific role within the BJC ecosystem.

### *Interviews and data collection*

Interviews were conducted with representatives of the various partner organisations. These interviews provided essential information on existing collaborations, types of relationship, common objectives and shared initiatives.

### *Relationship classification*

The relationships have been classified into several categories according to the nature of the interactions:

Informants: provide essential information on training and job opportunities.

Guidance: directing individuals towards programmes tailored to their needs.

Prescribers: recommend or coordinate programmes and initiatives.

Operators : supporting vulnerable young people: directly involved in helping young people to access mainstream legal systems.

### Creation of the proximity scheme

Using visualisation tools such as mapping software, a proximity diagram was drawn up. Different colours and groups were used to distinguish the categories of partners and their specific relationships with the BJC.

## Validation and revision

Once the initial map had been created, it was subjected to a validation phase with the BJC. Comments and suggestions were taken into account to refine and improve the accuracy of the mapping, thereby ensuring its strategic relevance.

## Continuous use and updating

The mapping of institutional proximity and partnerships is not static. It is a living tool that is regularly updated to reflect new partnerships, changes in existing relationships and strategic developments at the BJC. This tool helps to strengthen collaboration, optimise resources and maximise the impact of BJC initiatives on the local community and economy.



## CLASSIFICATION OF ASSOCIATED PARTNERS

The partners were placed according to two classifications:

- Concentric circle: based on their organisational proximity to the BJC.
- Role categories: informers, guidance, prescribers and operators.

**Informers: Provide accurate information to young people and their families, as well as to the professionals involved in supporting them.**

- Dublin City Council
- Irish National Organisation of the Unemployed (INOU)
- Ballymun Youth Action Project - BYAP
- City of Dublin ETB - International Department

**Guidance: Counsellors play a key role in identifying the needs of vulnerable young people and directing them to the appropriate resources.**

- Louth Local Development Agency
- Ballymun Youth Action Project - BYAP
- City of Dublin ETB - International Department
- North West Partnership

**Prescribers: Have the authority to recommend or prescribe specific interventions.**

- North West Partnership
- Irish National Organisation of the Unemployed (INOUE)
- Seetec
- Dublin City Council

**Operators to support vulnerable young people in accessing mainstream legal systems:**

- Department of Social Protection
- Louth Local Development Agency
- Ballymun Youth Action Project - BYAP
- City of Dublin ETB - International Department
- City of Dublin ETB - Finglas Training Center
- City of Dublin ETB - Ballymun Youthreach
- Rediscovery Centre

Partners may belong to more than one category at the same time, as indicated on the map.

This classification provides a better understanding of the specific role of each partner in the provision of information, guidance, prescriptions and operations, highlighting the complementarities of the players in supporting vulnerable young people and local economic development.

Note: The mapping also takes into account the additional challenges faced by BJC branches in rural and peri-urban areas of north Dublin, including Balbriggan and words, reflecting the BJC's recent territorial expansion.

*Study visit to the Baymun Job Centre - April 2024*

*- Interreg North West - Terremplo*



## IFAPME - A MAJOR PLAYER IN VOCATIONAL TRAINING IN WALLONIA

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IFAPME (Institut wallon de Formation en Alternance des indépendants et Petites et Moyennes Entreprises) is the main work-linked training network in the Walloon region. Structured around 16 training centres divided into 7 associations (ASBL), it covers 24 sites in 17 towns. The network combines a territorial and sectoral approach to meet the needs of young people, companies and workers undergoing retraining.



*IFAPME Centre in Liège*

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### MISSIONS AND STRATEGIC CHALLENGES (2023-2028)

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IFAPME's missions are defined by decree and by a management contract with the Walloon government. The 4 strategic challenges are :

- Increase the number of graduates to combat structural youth unemployment.
- Attract candidates in sectors experiencing labour shortages.
- Supporting the creation and transfer of businesses.
- Supporting individuals in making the transition to a new career.

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### THE IFAPME LIEGE-HUY-VERVIERS CENTRE

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Founded in 1960, it is the largest training centre in Wallonia, with 15,000 learners and 1,000 graduates a year. It offers diploma courses in more than 100 trades: construction, catering, industry, etc. Courses are taught by 1,000 working professional instructors, supported by 90 permanent staff. The regional network is strengthened by partnerships with 3 skills centres, guaranteeing local training

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### THE 4 TRAINING CYCLES

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1. Apprenticeship (aged 15 and over): 1 to 3 years of work-linked training, combining practical work in an approved company and theoretical courses at the IFAPME centre. Each apprentice is supported by a tutor, a teaching team and a mentor.
2. Entrepreneurial training (from age 18): Training (with optional sandwich courses) for those wishing to become self-employed or take over an SME.
3. Continuing education: Programmes for professionals and companies to help them develop their skills.
4. Business creation: specialised modules in management, accounting, business plan design and digital communication.

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## STRONG LINKS WITH COMPANIES

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Companies play a central role:

- They represent 50% of the Board of Directors.
- They work together to co-construct programmes to align training with market needs.
- They ask the centre to adapt its training offer to keep pace with economic developments.

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## SUPPORT FOR YOUNG PEOPLE IN DIFFICULTY

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The Liège-Huy-Verviers centre supports young people who often come from disadvantaged backgrounds and face multiple difficulties:

- Dedicated team: A speech therapist, a methodological coach and a specialist educator.
- Personalised approach: work on dyslexia, time management, self-confidence and social codes.
- Teaching tools: methodological support (e.g. Eisenhower matrix for prioritising), guidance assessments, special arrangements for young people with ADHD and dyslexia.

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## INNOVATIVE INITIATIVES : THE TALENT CHALLENGE

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The Talent Challenge is an interactive event aimed at secondary school pupils to raise their awareness of technical professions. It is based on :

- Practical discovery of careers.
- Friendly competition based on technical skills.
- Meetings with professionals to help young people make the right choices for their future.
- Partnerships and challenges



IFAPME, and in particular its Liège-Huy-Verviers centre, is a key player in vocational training. Thanks to its regional network, its strong links with businesses and its inclusive approach, it helps to boost the employability and entrepreneurial skills of young people, support the self-employed and meet the needs of economic sectors in short supply.

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## MAP OF ORGANISATIONS ASSOCIATED WITH IFAPME

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The mapping of IFAPME LHV's institutional proximities and partnerships was carried out following detailed interviews with key players. This map shows the relationships and interactions between IFAPME and its various partners, divided into zones according to the nature of the interactions and collaborations.

As with the BJC, the process is identical and structured in 5 stages aimed at visually representing the complex relationships between IFAPME and its partners.

## **1. Identification of Key Players**

An exhaustive identification of key players has been carried out. This included organisations involved in training, career guidance, local economic development and support for vulnerable young people. Each partner was assessed according to its role and importance in the IFAPME ecosystem.

## **2. Maintenance and Data Collection**

Interviews were conducted with representatives of the partner organisations. These were used to gather information on existing collaborations, types of relationship, common objectives and shared initiatives.

## **3. Relationship classification**

Relationships have been classified into several categories according to their nature:

- Informants : Provide essential information on employment and training opportunities.
- Orientators: Guide individuals towards programmes tailored to their needs.
- Prescribers: Recommend or coordinate programmes and initiatives.
- Opérateurs : for the Support of Vulnerable Young People): Involved in supporting young people towards mainstream services.

## **4. Creation of the Proximity Scheme**

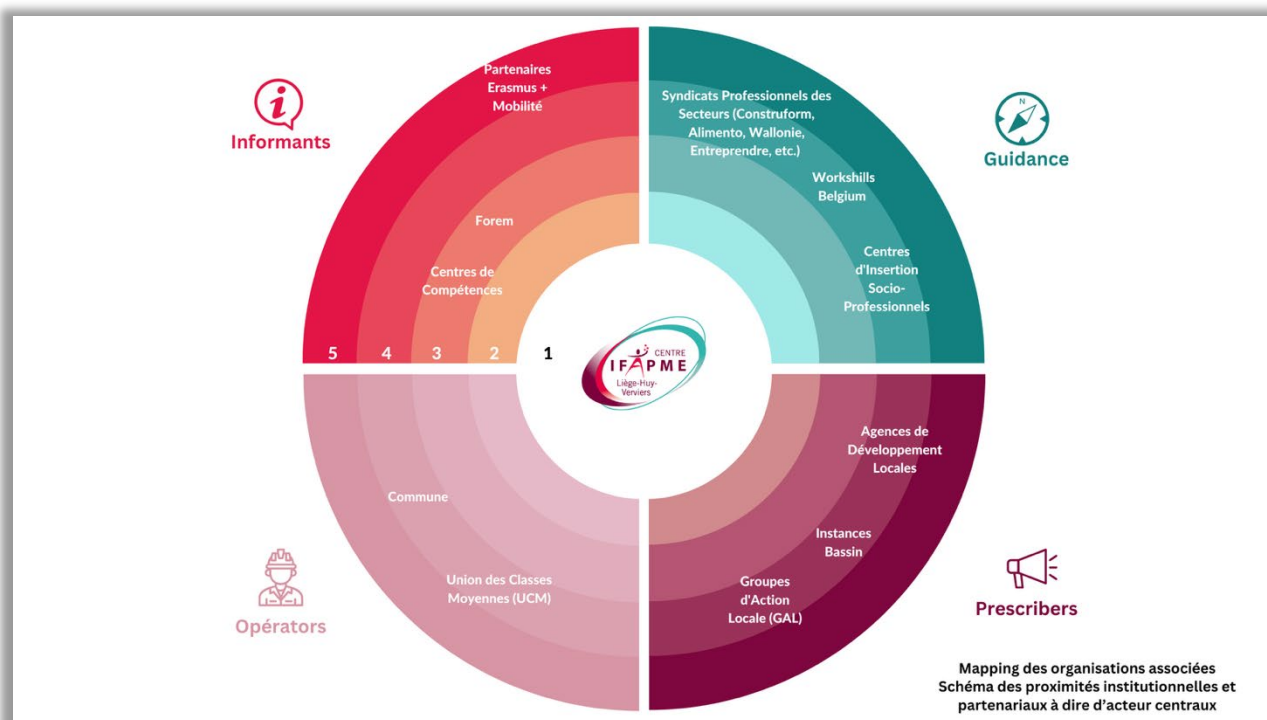
Using visualisation tools (cartography or diagrams), a proximity diagram was designed. Distinct colours and groups were used to differentiate the categories of partners and their specific relationships with IFAPME.

## **5. Validation and Review**

Once the initial diagram had been drawn up, it was submitted to IFAPME for validation. Comments were incorporated to refine and improve the accuracy of the mapping, ensuring its relevance to strategic decision-making.

The plan is a living tool, updated regularly to incorporate new partnerships, changes in relationships and strategic developments. It optimises resources and maximises the impact of IFAPME's initiatives on the community and the local economy.

It gives us a better understanding of the roles of the partners in the areas of information, guidance, prescription and support for vulnerable young people. It underlines the complementary nature of the players involved in supporting professional integration and local economic development.



## Details of categories and associated partners

The partners were classified according to :

- Their proximity to IFAPME via a concentric circle.
- Their specific roles (informers, orientators, prescribers, operators).

### Information officer

- Forem: Information on employment and training opportunities.
- Competence Centres: sharing specialist sector knowledge.
- Erasmus + Mobility partners: Opportunities for cultural exchanges and international mobility.

### Referrers

- Sectoral trade associations (e.g. Constructiv, Alimento, Wallonie Entreprendre): guidance on appropriate training.
- Centres d'Insertion Socio-Professionnels (Socio-Professional Integration Centres): guidance towards professional reintegration.
- Workskills Belgium: Highlighting technical, technological and scientific careers and the opportunities they offer on a personal and professional level.

### Prescribers

- Basin bodies: Basin EFE bodies (Qualifying Education - Training - Employment): Orientation of training and education provision according to the needs of the job market in the catchment area, identification of priority sectors/occupations for the opening of new courses.



- Local Development Agencies: Networking local partners from the public, private and voluntary sectors to develop projects that create economic activities and jobs.
- Local Action Groups (LAGs) : Local support programmes.

#### **Support operators for vulnerable young people**

- Commune: Support for local professional integration.
- IFAPME: Helping young people find professional careers.
- Union des Classes Moyennes (UCM): Support for the self-employed and SMEs.



*Study visit to IFAPME : March 2024 - Interreg North West - Terremplo*



## MISSION LOCALE PICARDIE MARITIME (MLPM), A KEY PLAYER IN SUPPORTING YOUNG PEOPLE IN THE REGION

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Mission Locale Picardie Maritime plays a crucial role in the social and professional integration of young people. It offers personalised support to meet the specific needs of each young person in terms of employment, training, housing and health. Its missions revolve around career guidance through personalised diagnostics to develop a suitable career plan.

Support in finding employment is provided through job-search assistance, CV workshops, interview preparation and contacts with local businesses. Access to training takes the form of courses leading to qualifications and professional qualifications to meet the needs of the local market.

Finally, social and mobility support built around helping people to overcome barriers to employment (mobility, housing, health).

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### KEY ACTIONS AND FACILITIES OF MISSION LOCALE PICARDIE MARITIME

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- The PLIE (Local Integration and Employment Plan): Specific support programme for people who are far from the labour market, with a focus on young people in difficulty.
- Economic partnerships: Working with local businesses in sectors in short supply (agriculture, construction, personal services, tourism) to promote access to sustainable jobs.
- Mobility: Implementing solutions to overcome the challenges of travel, a major issue for this rural area.

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### LOCAL ISSUES AND IMPACT

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Mission Locale Picardie Maritime operates in a context marked by :

- High youth unemployment (over 20%), exacerbated by difficulties in accessing infrastructure and employment opportunities.
- The predominance of seasonal jobs in the tourism sector, which are insufficient to stabilise the employment market.
- Growing demand in sectors where there is a shortage of skilled workers, such as building and civil engineering and personal services, necessitating an adaptation of the training on offer.

Mission Locale Picardie Maritime plays a central role in the social and professional integration of young people in the area. Working in partnership with local economic and institutional players, it strives to remove barriers to employment and meet the needs of businesses.



*Baie de Somme - Photo Credit: MLPM 2024*

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## MAP OF ORGANISATIONS ASSOCIATED WITH THE MISSION LOCALE PICARDIE MARITIME (MLPM)

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The mapping of the institutional proximities and partnerships of the Mission Locale Picardie Maritime (MLPM) was carried out following detailed interviews with key players. It aims to visualise the relationships and interactions between the MLPM and its various partners, organised into zones according to the nature of their roles and collaboration.

This structured process provided a visual representation of the MLPM's complex relationships with its partners.

### Identification of Key Players

An exhaustive list of stakeholders was drawn up, including organisations involved in :

- Professional training,
- Career guidance,
- Local economic development,
- Support for vulnerable young people.

Each partner was evaluated according to its specific role and importance in the MLPM ecosystem.

### Maintenance and Data Collection

Interviews were conducted with representatives of partner organisations to gather information on :

- Existing collaborations,
- Types of relationships,
- Common objectives and shared initiatives.

This data is essential for understanding the actual and potential interactions between the players involved.

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## RELATIONSHIP CLASSIFICATION

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Relationships have been classified into several categories according to their nature:

- Informants : Provide key information on employment and training opportunities.
- Guidance : Guide young people towards programmes tailored to their specific needs.
- Prescribers: Recommend and coordinate programmes and initiatives.
- Opérateurs : for Supporting Vulnerable Young People, Involved in supporting young people to access mainstream services.

## Creation of the Proximity Scheme

Using mapping tools, a proximity diagram was designed. Different colours and groups distinguish the categories of partners and their specific relationships with the MLPM.

## Validation and Review

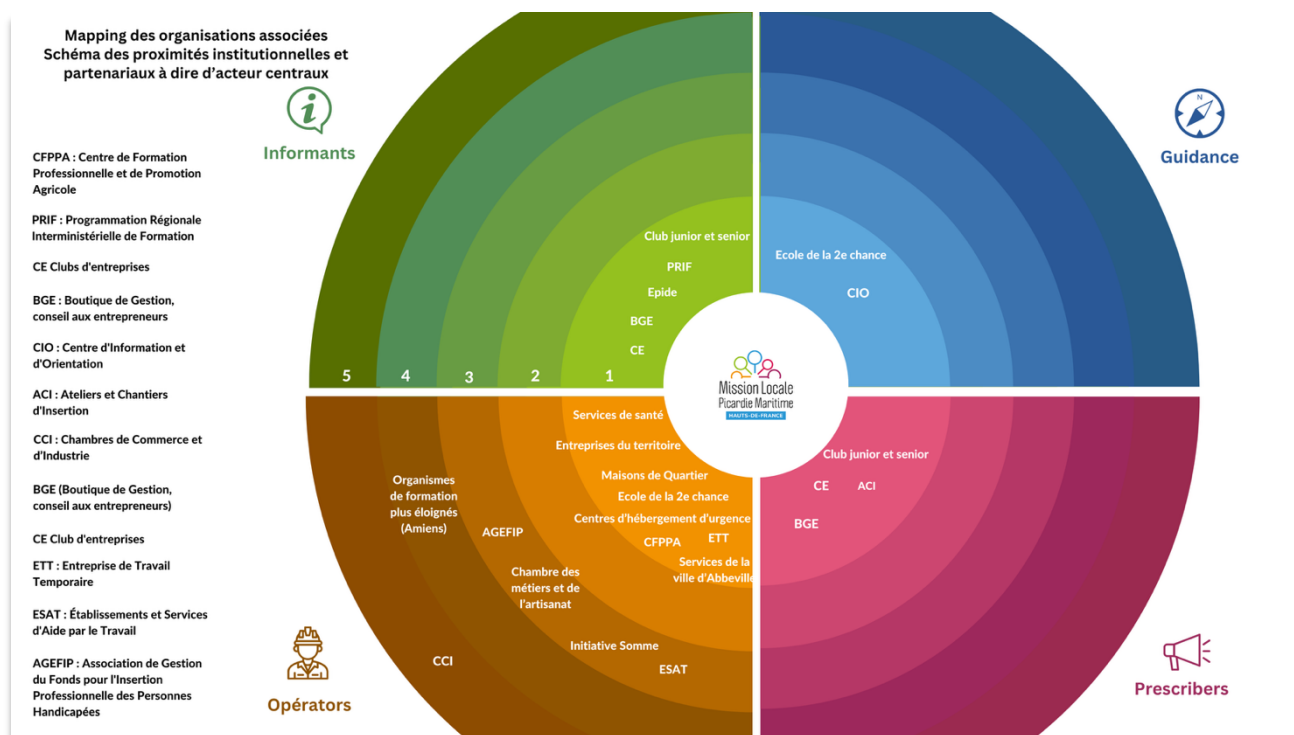
The initial diagram was validated by the MLPM. Comments and suggestions were incorporated to improve the accuracy of the mapping, thereby ensuring its strategic relevance.

Mapping is an evolving tool, regularly updated to reflect :

- New partnerships,
- Strategic changes,
- Changes to existing relationships.

This will strengthen collaboration, optimise resources and maximise the impact of MLPM initiatives in the region.

The MLPM's mapping of institutional proximities and partnerships represents a methodical and collaborative approach to understanding and visualising complex partnership networks. It facilitates the strategic management of relationships and promotes effective cooperation between players to achieve the professional and economic development objectives of young people.



## **Details of categories and associated partners**

Partners are classified according to :

1. Their **proximity** to the MLPM via a concentric circle.
2. Their **specific roles** (informers, guidance, prescribers, operators).

### **Informants**

- CFPPA (Centre for Professional Training and Agricultural Promotion)
- PRIF (Interministerial Regional Training Programme)
- CIO (Information and Guidance Centre)
- Junior and senior club
- BGE (Boutique de Gestion, advice for entrepreneurs)
- 2nd chance school
- Epide

### **Guidance**

- CIO (Information and Guidance Centre)
- 2nd chance school

### **Prescribers**

- ACI (Ateliers et Chantiers d'Insertion - Integration Workshops)
- Junior and senior club
- Business club
- BGE (Boutique de Gestion, advice for entrepreneurs)
- 2nd chance school

### **Operators**

- Emergency accommodation centres
- Neighbourhood centres
- Health services
- Temporary employment agency
- Local businesses

- ESAT (Etablissements et Services d'Aide par le Travail - Work-based support establishments and services)
- AGEFIP (Association for the Professional Integration of Disabled People)
- Somme Initiative
- Chamber of Trades and Crafts
- Abbeville city services
- Remote training organisations (Amiens)
- Chambers of Commerce and Industry (CCI)

This classification highlights the **complementary roles of** the MLPM partners in :

- **Providing information** (informants),
- **Directing young people** to the right facilities,
- **Prescribing** programmes,
- **Support for vulnerable young people.**

It provides a better understanding of how the various players work together to support young people in their **socio-professional integration** and promote local economic development.

## LE CUBE CONSULTANTS, A TERRITORIAL THINK TANK SERVING DEVELOPMENT IN PAYS DE LA LOIRE

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Le Cube Consultants is a think tank dedicated to territorial innovation, supporting public and private players, and developing skills for territories undergoing transformation. Based in the Pays de la Loire region, it works on strategic foresight, employment and collective skills in partnership with a range of local, national and European players.



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### MISSIONS AND OBJECTIVES

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Le Cube Consultants structures its activities around four main missions:

- **Foresight and regional development:** Anticipating regional needs and developing appropriate strategies to enhance their attractiveness.
- **Educational innovation and skills enhancement:** Creation and deployment of applied training courses, innovative teaching tools and support programmes.
- **Transnational collaboration:** Participation in European programmes such as Interreg and Erasmus+, facilitating the exchange of best practice between European territories.

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### METHODS AND APPROACHES

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Cube Consultants uses innovative methods tailored to each territory:

- Prospective analysis: territorial diagnosis, mapping of skills and emerging needs.
- Digital teaching tools: Creation of tools to facilitate learning and integration (e.g. interactive training).
- Tailor-made support: Structuring individual and group pathways to meet the needs of businesses and vulnerable groups.
- Partnership and network relations

Le Cube Consultants maintains strategic partnerships with :

- Public players: local authorities, regional agencies and chambers of commerce to structure employment and training policies.
- The private sector: local businesses to meet the need for skilled labour and support the digital and ecological transition.
- European players: Active participation in the Interreg NWE and Erasmus+ programmes, with strong involvement in transnational networks.

Le Cube Consultants acts as a catalyst for innovation in local and regional areas. It enables :

- Anticipating economic and social challenges to make our regions more attractive and competitive.
- Support local players working with disadvantaged groups to promote their sustainable integration into the world of work.

- Create transnational synergies to share best practice and test new solutions to the common challenges facing European territories.

Le Cube Consultants stands out for its innovative, collaborative approach. Thanks to its strategic projects and local roots, it supports the transformation of local areas to meet today's socio-economic challenges.



*Town of Le Mans*

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## HELPING VULNERABLE YOUNG PEOPLE TO ACCESS MAINSTREAM SERVICES: SUMMARY DIAGRAM

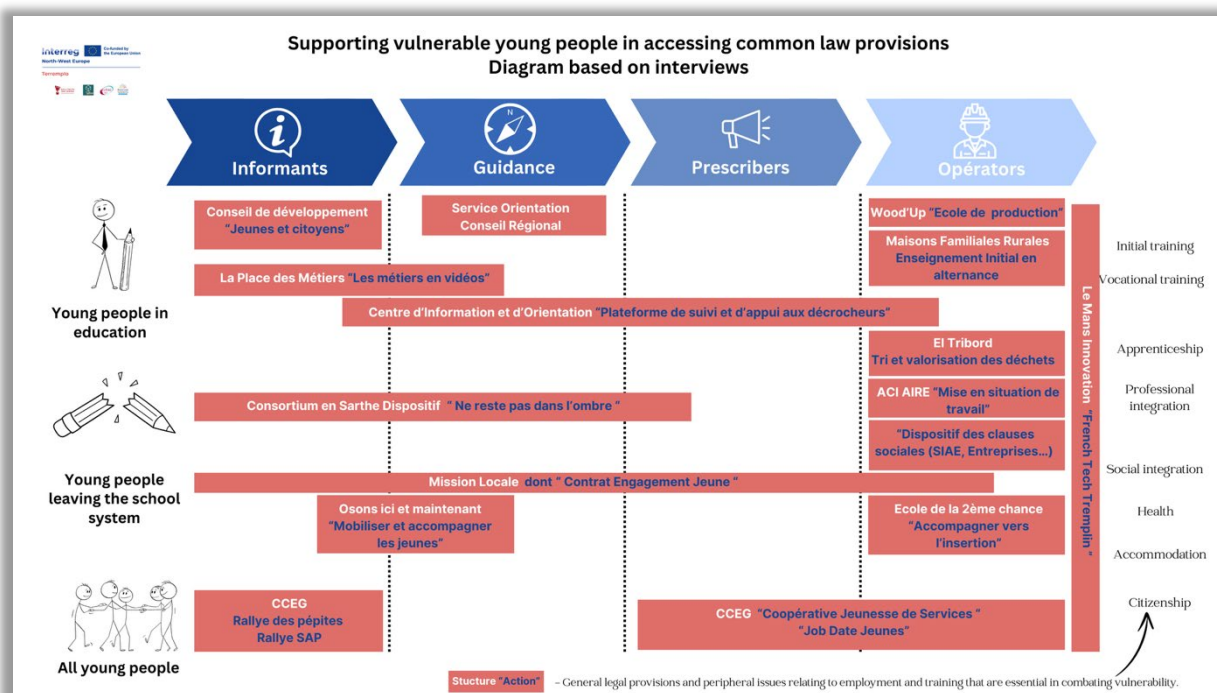
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This diagram shows the players involved in helping vulnerable young people access mainstream services. The partners are divided into four categories according to their specific role: informers, referrers, prescribers and operators. It illustrates the complementary roles of the players involved in supporting vulnerable young people. By combining information, guidance, prescription and action, it makes it possible to structure a comprehensive and coordinated response to the challenges of social and professional integration for young people.

The aim is to identify the structures and facilities that enable young people, whether they are at school, have left the education system or are excluded, to integrate into society, the workplace and society at large.

We would point out that the regional context in Pays de la Loire is marked by a trend towards tighter funding for this theme, which could, in the medium and long term, weaken the support structure presented here.





## The four categories of player

- Informers** play a key role in providing young people and their families with **crucial information** on guidance, training and employment opportunities:
  - Development Council - *Young people and citizens*
  - La Place des Métiers - *"Jobs in videos"*
  - Centre d'Information et d'Orientation - *"Follow-up and support platform for school dropouts"*.
- Guidance counsellors** help young people to develop their professional and personal plans by directing them to the appropriate schemes:
  - Regional Council Guidance Department
  - Consortium en Sarthe - *"Don't stay in the shadows"*
  - Mission Locale - *Youth Commitment Contract*
- Prescribers** identify young people's needs and recommend schemes to help them **find employment and social integration**:
  - Dare here and now - *"Mobilising and supporting young people"*.
  - CCEG - *Nuggets Rally, SAP Rally*
- Operators** are directly involved in **implementing actions** aimed at integrating young people:
  - Wood'Up - *Production school*

- Maisons Familiales Rurales - *Initial work-linked training*
- El Tribord - *Sorting and recycling waste*
- ACI AIRE - *Putting people to work*
- Social clauses (SIAE, Companies...)
- École de la 2ème chance - *"Helping people find their place in society"*
- CCEG - *"Coopérative Jeunesse de Services", "Job Date Jeunes" (Youth Job Date)*

### **Target groups**

The schemes are aimed at **three categories of young people**:

1. Young people at school: Preventing school drop-outs and raising awareness of careers.
2. Young people leaving the school system: Reinforced support for social and professional reintegration.
3. All young people: general actions promoting citizenship, health and access to employment.

### **Areas of intervention**

The actions identified in this plan cover several key areas:

- Initial and vocational training
- Learning
- Professional and social integration
- Health
- Housing
- Citizenship

## COLLECTIVE SKILLS GENERATED IN PARTNER REGIONS

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Collective skills are a combination of knowledge, know-how and interpersonal skills mobilised by several players to respond effectively to common problems. They are not limited to the sum of individual skills, but are built through interaction, specific coordination and a shared common goal. Their effectiveness is based on their ability to produce coherent collective action, even in the event of a one-off failure on the part of one player.

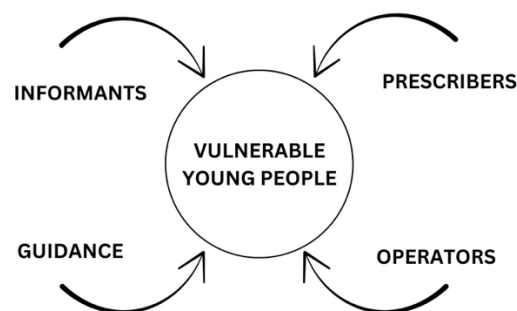
### CHARACTERISTICS OF COLLECTIVE SKILLS IN PARTNER TERRITORIES

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#### A SOLID TERRITORIAL NETWORK

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Partner organisations such as IFAPME, BJC, Mission Locale Picardie Maritime (MLPM) and Le Cube Consultants play a key role in supporting vulnerable young people. However, these structures, which are often specialised (informers, prescribers, orienters, operators), do not on their own cover all the skills needed to effectively support these young people into employment.



The complementary nature of the players involved means that the different needs of young people can be met. In the event of the temporary failure of one player, other partners can step in to ensure the continuity of actions, thereby guaranteeing collective resilience. The diversity of local players encourages the emergence of interconnected networks that pool resources and expertise.

#### BUILDING COLLABORATIVE HUBS

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The setting up of a Hub by each project partner is an essential step in strengthening interactivity between the organisations. By sharing information, coordinating actions and pooling skills, innovative solutions can be developed to support vulnerable young people.



The Hub becomes a space for exchange and cooperation, where each structure brings its own added value while working as part of a collective dynamic for the common good of young people.

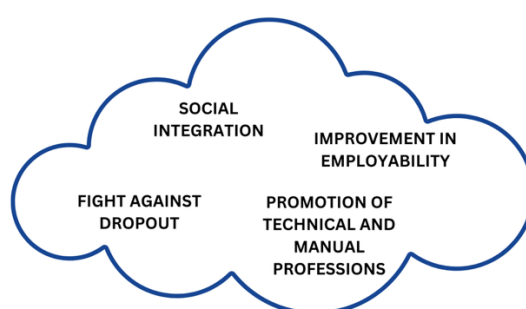
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## THE EXISTENCE OF A COMMON FRAME OF REFERENCE

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A major feature of collective skills is the creation of a common frame of reference based on a shared vision of the area and the challenges to be met. The partners agree on a philosophy of action aimed at promoting the social and professional integration of young people in vulnerable situations.

This shared vision encourages the development of convergent strategies to meet local challenges: combating early school leaving, improving employability, promoting technical and manual trades, etc.



### *Common philosophy of action*

The common repository also helps to harmonise working methods between the various players, making it easier to implement coordinated and effective actions.

The challenges faced in each of these areas (high unemployment, early school leaving, skills shortages in the sectors of the future) require a collective approach if they are to be overcome. By coordinating the efforts of the various organisations, we can better meet the needs of young people by offering them tailored pathways that incorporate innovative, personalised solutions.

The temporary or permanent withdrawal of an operator does not jeopardise the collective action. The solidity of the network depends on the ability of other players to adapt and take over to ensure continuity of support.

The emergence of new skills, tailored to the needs of the region and of young people, illustrates the ability of players to anticipate and organise themselves in the face of economic and social change.

The partners generate collective skills that go beyond the individual capacities of the structures. They build a systemic response to support young people in vulnerable situations:

- Creating individualised pathways by mobilising the expertise of informers, guidance counsellors and prescribers.
- Promoting growth sectors such as technical occupations, the ecological transition and local services.
- Comprehensive support for young people, taking into account their needs in terms of training, professional integration, housing and health.

The collective skills generated in the partner regions are based on :

- A solid network of local partners guaranteeing a coordinated and resilient response.
- Building a collaborative hub to encourage synergies between players.
- A common frame of reference, based on a shared vision of local issues and challenges.
- Collective resilience, making up for occasional shortcomings while meeting the needs of young people

In conclusion, the collective skills observed as part of the Terremplo project reflect a strong local dynamic, based on the complementary nature of the players involved and their ability to respond in a coordinated way to the needs of vulnerable young people. The territorial network, strengthened by the setting up of collaborative hubs, encourages exchanges, the pooling of expertise and the emergence of innovative solutions. The development of a common frame of reference enables practices to be harmonised and strategies to be built that are aligned with local issues. This systemic approach demonstrates the resilience of the networks and their ability to adapt to challenges while creating individualised, integrated pathways.

## IDENTIFICATION OF NEEDS BY LOCAL PARTNERS

The Terremplo programme survey was carried out in three countries, involving some thirty partners to obtain a global view of the essential skills within companies, the skills that are most in demand, and the challenges encountered in the regions. The results of this survey reveal a number of significant obstacles that young people face when trying to access employment in their respective territories.

| Country | Professional Skills                            | Soft Skills                        | Challenges Encountered             |
|---------|--|------------------------------------|------------------------------------|
| France  | Boiler making                                  | Adaptability                       | Insufficient mobility              |
|         | Welding  | Teamwork                           | Lack of suitable housing           |
| Ireland | Project management                             | Punctuality                        | High transport costs               |
|         | Use of digital tools                           | Attendance                         | Land constraints                   |
| Belgium | Technical skills through work-study programmes | Interpersonal skills               | Problems accessing training venues |
|         | Food industry                                  | Ability to communicate effectively | Transport difficulties             |

The skills sought by employers in the three countries include both professional skills and soft skills, with concrete examples from each country and some partners.

In terms of professional skills, in France, organisations such as CFA BTP Picardie are reporting strong demand in the building trades and technical industries. For example, skills in boiler making and welding are essential to meet local needs. In Ireland, the Irish National Unemployed Organisation (INOU) is focusing on vocational training tailored to the needs of growth sectors, such as project management and the use of digital tools. In Belgium, IFAPME focuses on technical skills through work-linked training, working closely with companies to ensure that the skills acquired meet labour market requirements.

With regard to IT skills and project management, in Ireland, partners such as Dublin City Council - Start Up Ballymun are encouraging the development of IT skills, which are essential for adapting to new technologies in companies. In Belgium, the Fédération générale du travail de Belgique (FGTB) stresses the importance of understanding the rights and duties of workers in the context of vocational training, to ensure better preparation for integration into the labour market.

As for soft skills, in France, the CMA HDF and Interfor highlight the importance of adaptability and teamwork, which are essential for success in varied and dynamic working environments. Irish partners, such as SEETEC Employment & Skills Ireland, point out that qualities such as punctuality and attendance are often as important as technical skills to employers. In Belgium, the Union des classes moyennes (UCM) values interpersonal skills and the ability to communicate well, which are crucial in professional contexts requiring close collaboration with colleagues and customers.

In Ireland, CDET Youthreach Ballymun promotes skills such as versatility and initiative, which enable young people to adapt quickly to changes in their working environment. Finally, in Belgium, organisations such as HandiJob'Project ASBL encourage the development of autonomy and self-confidence, particularly for young people with disabilities, in order to promote their professional and social integration. This integrated approach shows that, although each country and organisation has its own specificities, there are common skills that are highly valued on the labour market, combining technical know-how and interpersonal skills.

According to the partners interviewed, the main handicaps and difficulties that young people in their areas may encounter in accessing employment are mobility and transport, as well as housing.

Mobility and transport represent the first major challenge faced by young people seeking to integrate into society. In Belgium, for example, problems of access to training and workplaces are highlighted, with public transport time-consuming and expensive. To remedy this, initiatives such as the shuttle system set up by IFAPME aim to make it easier for learners to get around. In Ireland, territorial constraints, particularly in the Huy-Waremme region, have also been identified as an obstacle. FGTB stresses the importance of improving transport infrastructure to overcome these difficulties. In France, lack of mobility is cited as a significant barrier to access to training and employment, particularly by the MFRs in Pays de la Loire.

As far as housing is concerned, there is a crying need for adapted accommodation in Belgium, especially for people with disabilities. This need is compounded by transport problems, creating an even more restrictive environment for these young people.

The main local obstacles that young people encounter in accessing employment mainly concern mobility, transport and housing. These obstacles are significant, and require local solutions that are tailored to the strategies for integrating young people into the workforce in these areas.

## THE RESULTS OF SUPPORT AS SEEN BY YOUNG PEOPLE AND PARTNER ORGANISATIONS IN THE REGION

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### *Methodological precautions :*

- The themes covered are similar across the territories, but their formulation varies according to the cultural and linguistic differences specific to each context
- Questions and answers were mainly collected in groups and face-to-face, while individual interviews were rarer. The choice of data collection method was left to the Terremplo project partners, who relied on the availability of their teams and the usual methods used in their organisations
- The surveys carried out in the four Terremplo project areas yielded responses from 66 participants, distributed as follows: 20 in Dublin North (BJC), 16 in Wallonia (IFAPME), 18 in Picardie Maritime (MLPM) and 12 at the MFR de Pré-en-Pail (partner of le Cube Consultants). The gender breakdown shows a slight majority of men (56.1%) compared to women (43.9%), with no identification in any other category.
- The number of respondents has been counted to ensure that all contributions are taken into account. However, we have chosen to leave the floor wide open, and responses are not required to move on to the next question, which means that young people can choose not to answer certain questions.
- Although the sample studied is significant, the analysis carried out remains essentially qualitative. This study is limited to providing a snapshot of the development of territories and organisations, with no longitudinal ambition

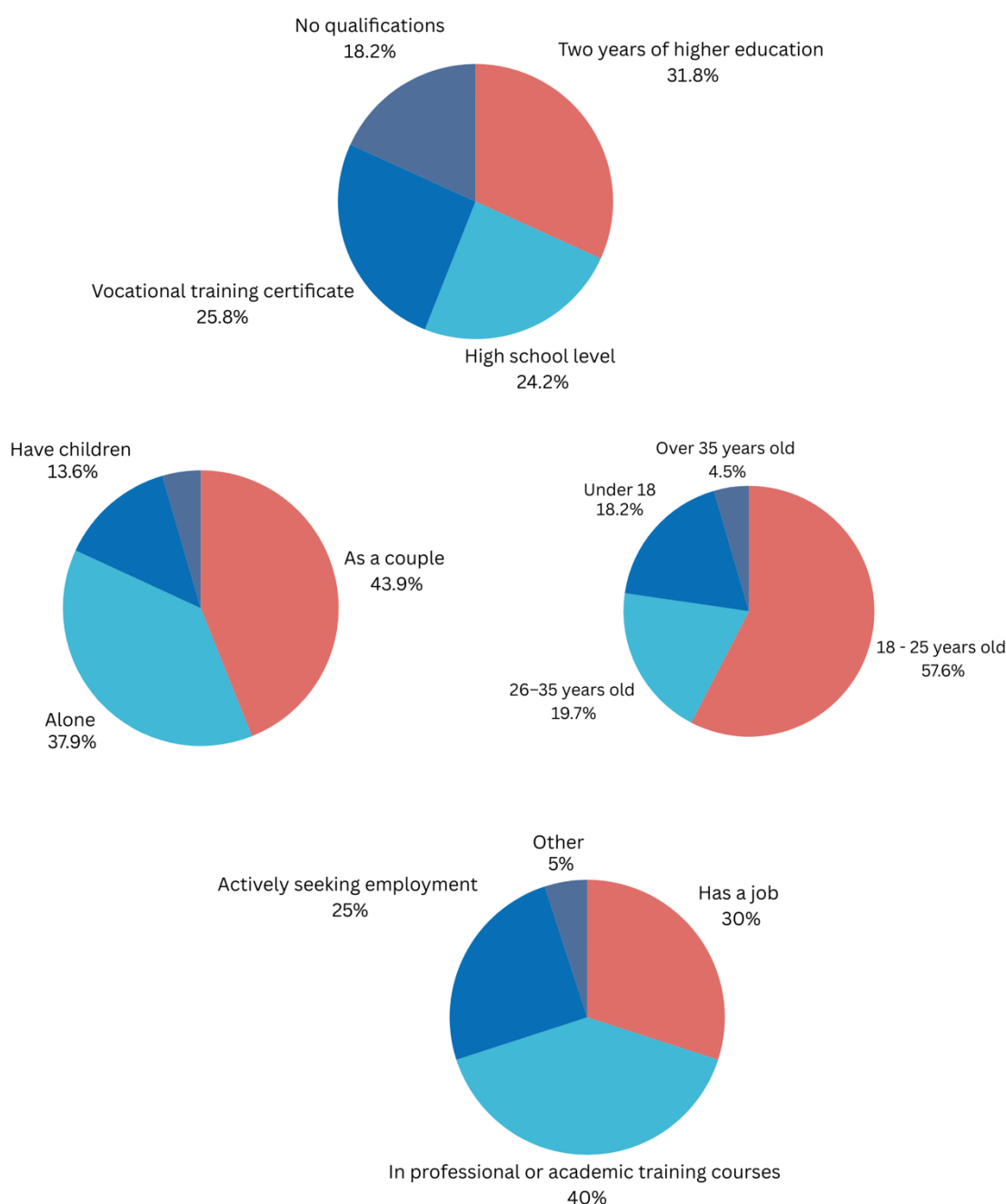
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### IDENTITY AND PERSONAL SITUATION

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In terms of age groups, the majority of respondents (57.6%) were aged between 18 and 25, followed by the 26-35 age group (19.7%), the under-18s (18.2%), and a minority aged over 35 (4.5%). In terms of level of education, 31.8% of participants have a Bac+2 or higher, while 24.2% have a Bac, 25.8% a BEP/CAP, and 18.2% have no qualifications at all. Finally, the family situations show that 43.9% of participants are in a couple, 37.9% are single, 13.6% have children, and 4.5% are in some other situation. These data reflect the diversity of the profiles targeted by the project, providing a basis for analysing their specific needs and expectations.

The survey carried out to understand the current situation of young people revealed an interesting breakdown among the different statuses of respondents. Around 30% of participants are in employment, which is often temporary or part-time, while around 40% are engaged in vocational or academic training. A further 25% are actively looking for work, and the remaining 5% are in various situations such as parental leave, sick leave or periods of inactivity



### *Profile of interviewees*

When looking at their desire to return to education or training, around 60% of participants express a desire to return to education or undertake further training. These young people mainly turn to technical or manual training, such as building trades, electricity and mechanics, motivated by the need to acquire practical skills for better integration into the labour market. Service-related training, particularly in health, beauty and social care, attracted 35% of responses, with applicants motivated by personal and social values. Lastly, 20% of respondents were considering retraining or specialising in areas such as IT, languages or management, with the aim of improving their employability or changing career sector.



The specific constraints faced by these young people were also explored. Around 15% of participants reported health problems that limited their access to employment or training. Mobility is another major constraint, with almost 30% experiencing difficulties related to transport or distance from places of work or training. Around 20% of young people have to cope with a family burden, managing responsibilities such as childcare or the role of carer. Finally, financial constraints affect more than 25% of respondents, hindering their ability to access training or work placements.

### **Values and prospects?**

After this first series of questions concerning the general quantitative elements relating to the people surveyed, we sought to understand the values underlying this generation of young people and their perceptions of the obstacles they face.

The responses show that many respondents are concerned about the instability of the labour market. Technological developments, such as automation and robots replacing humans, are also raising fears. In addition, poor salary prospects add to the general anxiety about the future of work.

The core values that emerge from these perceptions include autonomy, job satisfaction and respect for human conditions in the workplace. These values reflect a deep-seated desire to strike a balance between personal fulfilment and fair, respectful working conditions.

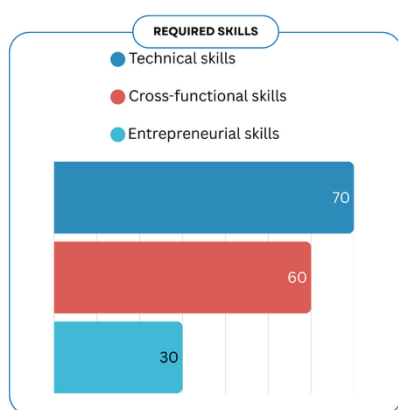
| <b>Question</b>                   | <b>Key figures and observations</b>   |
|-----------------------------------|---|
| <b>Values, concerns and hopes</b> | 65% are looking for autonomy; 50% are worried about the instability of the market; 75% are hoping for a stable job. |
| <b>Future career</b>              | 45% technical professions, 35% social professions, 20% creative professions.  |
| <b>Ideal working conditions</b>   | 60% fixed hours; 70% want a fair wage; 50% want a collaborative environment.  |
| <b>Career constraints</b>         | 30% mobility difficulties; 20% lack of qualifications; 25% financial constraints.                                   |
| <b>Open to mobility</b>           | 65% ready to move; obstacles: housing (40%), distance from family (25%).  |

Young people identify several major obstacles to their integration into the world of work. Mobility is the most significant constraint, with a lack of suitable public transport limiting access to places of training and work. The lack of appropriate qualifications and training also prevents access to ideal careers. Although less frequently mentioned, health and family constraints pose challenges for some. To overcome these difficulties, young people express the need for greater support, including financial

assistance and personal support. They also stressed the importance of valuing and developing cross-disciplinary skills in order to progress professionally.

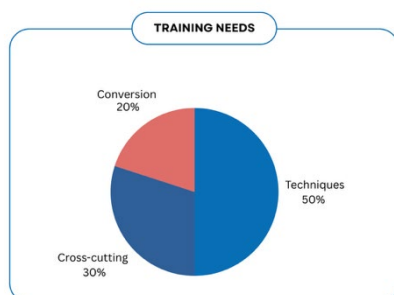
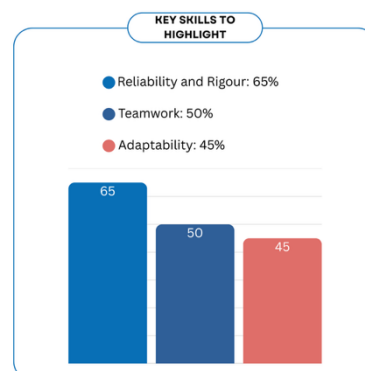
These results are perfectly consistent with the survey carried out among the Terremplo programme's associated partners. The partners also stressed the importance of mobility as a major obstacle to accessing employment and training, confirming that the lack of suitable public transport is a recurring problem. They noted that solutions to improve accessibility to places of work and training are essential to enable young people to seize the opportunities available to them.

## WHAT SKILLS ARE EXPECTED AND NEED TO BE DEVELOPED?



Analysis of the skills required by employers, as well as those valued by society, is essential if young people are to be successfully integrated into the world of work. Respondents emphasise the importance of technical skills, with 70% believing that they are fundamental to specific occupations. Cross-cutting skills, such as communication and time management, are also considered crucial by 60% of participants. In addition, 30% of young people emphasised entrepreneurial skills, such as creativity and project management, in order to adapt to changes in the market.

Among the key skills that should be valued by employers, reliability and rigour are given priority by 65% of respondents, followed by the ability to work in a team (50%) and adaptability (45%). However, skills perceived as essential, such as digital, language and management skills, are identified as being lacking by many young people.



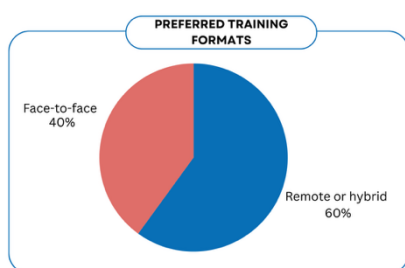
There is a growing need for tailored training, with hybrid formats and greater collaboration with companies to align provision with local needs. Young people express a desire to improve their technical skills (50%), cross-disciplinary skills (30%), or to retrain (20%). Improving geographical accessibility, adapting training to local needs and offering flexible formats are common suggestions for improving current provision.

Distance learning or hybrid courses are favoured by 60% of respondents for their flexibility, although 40% prefer face-to-face courses for better supervision. In their free time, young people take part in various leisure activities, such as sport (40%), creative hobbies (25%) and digital activities (20%), which enable them to develop or discover new skills.

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## INVOLVEMENT WITH ASSOCIATIONS OR THE COMMUNITY

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Around 30% of young people are actively involved in local associations or initiatives, taking part in voluntary and community activities such as running children's clubs, taking part in fundraising events or getting involved in sports associations. Young people from the Mission Locale Picardie Maritime and the MFR focus on local youth and environmental projects, while those from Dublin are involved in social initiatives to help disadvantaged communities.

These commitments have a significant impact on the development of professional skills. Over 50% of young people believe that their leisure activities or community commitments enable them to acquire valuable cross-disciplinary skills, such as teamwork, discipline, perseverance, imagination and problem-solving. Sports activities in particular strengthen teamwork, while creative leisure activities stimulate the imagination. Community involvement improves communication, team management and organisational skills. What's more, around 10% of young people were able to make professional contacts as a result of their voluntary work, illustrating the importance of these activities for personal and professional development.

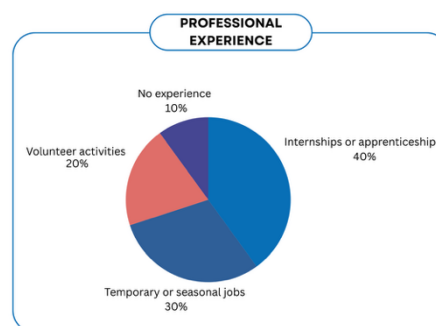
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## PROFESSIONAL EXPERIENCE

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Young people in the partner territories benefit from a variety of experiences that enrich their development of practical and cross-disciplinary skills, although some are still far from employment or have limited experience. These young people express a preference for respectful, collaborative and flexible working environments.

In terms of the nature of their experience, around 40% of respondents had taken part in work placements or apprenticeships, particularly in the technical and service professions. Around 30% have held temporary or seasonal jobs, mainly in sales, hospitality and agriculture, while 20% have taken part in voluntary activities in sports clubs, cultural events or local associations. However, 10% of young people, mainly those aged under 18, have no work experience at all, and 50% of them have developed specific practical skills as a result of their experiences. In addition, 30% strengthened cross-cutting skills such as teamwork, stress management and communication. In addition, 20% of young people were able to discover their professional preferences, which helped them to identify the working environments in which they feel most comfortable.



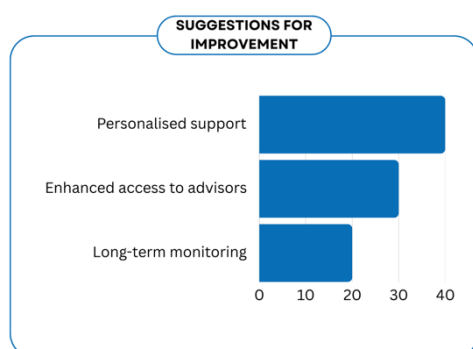
In terms of perceptions of work environments, 40% of respondents seek to avoid workplaces marked by interpersonal conflict or lack of respect. A lack of support or clarity of expectations is also to be avoided by 30% of young people, while 20% are reluctant to work in repetitive or monotonous jobs. Conversely, 50% of young people prefer collaborative environments where teamwork is valued. A balance between autonomy and supervision is desired by 30%, and 20% say they are more productive in environments that offer flexibility in managing schedules or tasks.

## YOUNG PEOPLE AND THEIR SUPPORT

The young people's responses highlight a crucial need for personalisation and regular follow-up in the support offered to them. Although the majority found existing support satisfactory, improvements were needed to adapt to specific needs, particularly in terms of mobility, retraining and maintaining motivation. Post-training support is seen as an under-exploited opportunity, requiring a more structured and proactive approach.

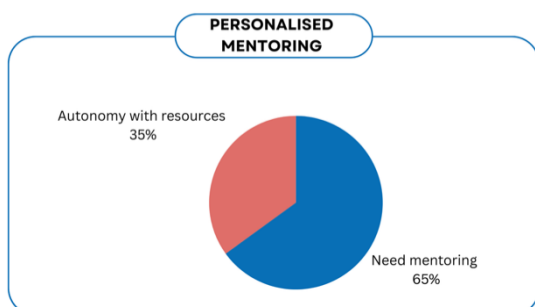
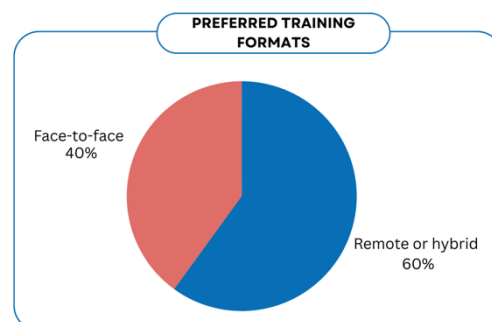
Currently, around 60% of young people receive government support such as unemployment benefit, training grants or youth subsidies, particularly in Wallonia and Picardie Maritime. Around 30% receive mentoring or personalised support, often through structures such as the BJC and IFAPME. A further 20% take part in specific programmes, such as local or European initiatives (e.g. Erasmus+, regional schemes).

When it comes to the extent to which support meets needs, 50% of respondents consider it to be satisfactory, thanks to the quality of advice and emotional support. However, 25% felt it was inadequate, citing a lack of personalisation, regular follow-up or appropriate resources.



Among the improvements suggested, 40% of young people would like more personalised support to overcome specific obstacles, such as health problems or family responsibilities. Around 30% recommend greater access to advisers and resources, including online. A further 20% suggested long-term follow-up with regular post-training reviews.

Post-training support was confirmed by 60% of respondents, including assessments and job search advice. However, 50% of those who receive it find it useful but could be improved, due to delays or limited availability of tutors.



In terms of personalised follow-up or mentoring, 65% of young people say they need it to maintain their motivation structure their approaches or expand their professional network. Conversely, 35% feel they can manage their career path independently, provided they have access to resources such as guides or digital platforms.

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## ENVIRONMENT AND TERRITORIAL CONSTRAINTS

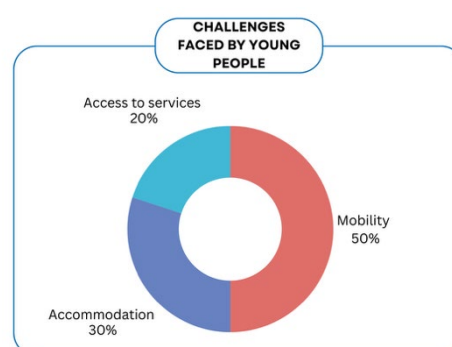
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Young people in the four partner regions face major challenges in terms of mobility, housing and access to services. Although some areas have great potential to attract young people, improvements are needed to strengthen infrastructure, develop employment opportunities and encourage local initiatives, especially in rural areas where peripheral barriers to employment are particularly acute.

The territorial constraints most frequently cited by young people concern transport and mobility. Around 50% of respondents stressed the difficulties associated with transport, particularly in rural areas, with inadequate public transport networks, high travel costs and dependence on the car. Housing is also a problem for 30% of young people, who struggle to find affordable accommodation, particularly in urban areas such as North Dublin and Wallonia. In addition, 20% of young people reported difficulties in accessing public services, particularly in health, education and employment, especially in Picardie Maritime and certain areas of the MFR.

Despite these challenges, 50% of young people perceive their region as having a good potential for attractiveness, thanks to its natural resources, cultural heritage and economic opportunities in certain sectors. However, 30% feel that this attractiveness is hampered by inadequate infrastructure or a poor image of the region.

To make the region more attractive to young people, a number of proposals emerged. Among them, the creation of employment opportunities is a priority for 50% of respondents, particularly in emerging sectors such as digital, ecological and creative industries. In addition, 40% of young people are calling for the development of infrastructure and services dedicated to young people, such as co-working spaces, cultural venues and modern sports centres. Finally, 20% suggested increasing support for local projects that encourage the participation of young people in the economic and social life of the area.



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## ENTREPRENEURIAL PERSPECTIVE

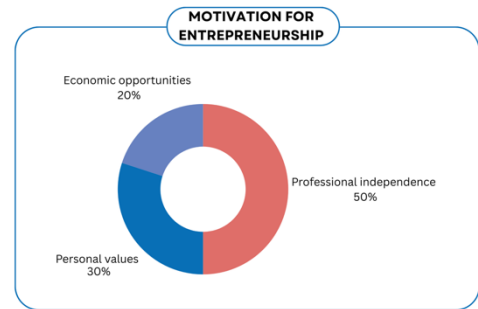
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The surveys reveal that entrepreneurship attracts a significant proportion of young people, motivated by independence, the pursuit of personal values and the identification of local opportunities. Around 40% of respondents are considering entrepreneurship, with particularly strong interest in Wallonia and Picardie Maritime, where projects are often encouraged by local structures.

“40% of young people are considering becoming entrepreneurs, with a marked interest in Wallonia and Picardie Maritime.”

The preferred areas for entrepreneurship include craft and technical sectors (35%), such as carpentry and mechanics, creative activities (25%) such as photography and design, innovative sectors (20%) linked to digital and green technologies, and local activities (20%) such as sustainable agriculture and tourism.

Motivations for entrepreneurship fall into three broad categories: professional independence, with 50% of young people looking to become their own boss; the pursuit of personal values, with 30% wishing to align their project with their passions and values; and economic opportunities, with 20% of young people identifying unmet needs in their region.



However, there are obstacles to taking action, including a lack of specialised training, limited access to finance and a lack of structured networks. To support entrepreneurship, young people are calling for greater local resources and support. Some 60% of participants stressed the importance of specific training in management and digital marketing, as well as personalised support. Initial funding was identified as a major obstacle by 50% of young people, who were looking for soft loans and grants. A further 30% stressed the need for professional networks and mentors to provide advice and opportunities. Finally, 20% mention the need for affordable space and infrastructure such as equipped workshops to develop their business.

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## PERCEPTION OF THE LABOUR MARKET

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Young people in the partner regions have a lucid and balanced view of developments in the labour market. They recognise the emerging opportunities linked to new technologies and the ecological transition, but also express concerns about the instability of employment and the mismatch between training and business needs.

The rapid transformation of professions is a key element, perceived by 65% of respondents, who note the influence of technological advances and economic transformations. In Wallonia and Pays de la Loire, the impact of digital technologies on the creation of new occupations was particularly emphasised. However, 20% of young people, particularly in Picardie Maritime, are concerned about the increasing precariousness of jobs, with a rise in temporary or insecure contracts.

“65% of young people recognise that technological advances and economic transformations are rapidly redefining the professional landscape.”

In terms of anticipated changes, 50% of participants foresee increased automation in the industrial and logistics sectors, while acknowledging that this could generate opportunities in digital technologies and cyber security. In addition, 30% anticipate an increase in hybrid working, combining face-to-face and teleworking, especially in office automation and services. Finally, 20% see a growth in jobs linked to the ecological transition, such as renewable energies and sustainable agriculture.

The job market, as perceived, does not always correspond to initial expectations. Forty per cent of young people cite a lack of stability, with vacancies dominated by fixed-term or part-time contracts. In addition, 35% noted a mismatch between the training available and the skills actually required by companies. Specific discrimination was also mentioned by 25% of respondents, affecting in particular women, young people from immigrant backgrounds and people with no recognised qualifications.

The sectors perceived as promising include technology and digital, identified by 50% of young people as offering growing opportunities in programming, data management and cybersecurity. The health and personal services sectors are also seen as being in greater demand by 30% of respondents, due to the ageing of the population. Lastly, 20% cite the ecological transition, with jobs linked to renewable energies and the circular economy, as booming sectors.

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## USE OF DIGITAL TOOLS

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Young people in the partner territories already rely heavily on digital tools for their training and job search, but they are expressing specific needs for more targeted solutions tailored to their expectations. Around 70% of respondents use digital platforms, with particularly strong take-up in Wallonia and North Dublin.

The types of platforms used vary, with 50% of young people consulting job sites such as LinkedIn, Indeed or StepStone. Around 30% use e-learning platforms such as Moodle, Coursera or Google Classroom to develop specific skills, while 20% turn to social networks such as Facebook or Instagram to search for local opportunities.



Young people identify a number of digital tools needed to facilitate their integration into the world of work. They express a need for local networking platforms (40%), which could include discussion forums or virtual recruitment sessions. Around 30% want applications for managing applications and tracking skills. In addition, 20% mention online simulators for developing soft skills, and 10% call for simplified access to training, combining local offers and job opportunities.

Innovations in demand include virtual interview simulations using artificial intelligence to provide personalised feedback, geolocation platforms to map employment and training opportunities, and online co-working services to collaborate remotely, particularly for young people interested in entrepreneurship.

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## OVERALL SATISFACTION AND CONCLUSION

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The young people surveyed showed a moderate level of satisfaction with the services and resources available to them. Around 60% said they were satisfied overall, appreciating the active listening, the availability of advisers and the accessibility of a variety of training courses. Young people in Wallonia and North Dublin expressed particularly high levels of satisfaction, thanks to initiatives well adapted to their needs.

However, 30% of participants felt that improvements were needed. Criticisms focused on the lack of long-term follow-up, the mismatch between training and local opportunities, and delays in accessing resources. Among the positive points highlighted were the accessibility of training and the quality of individual advice. Conversely, negative aspects were noted, such as the perceived inflexibility of certain services and logistical problems relating to mobility or accommodation.

Respondents also mentioned topics that had not been addressed and that would benefit from further attention. Forty per cent of participants would like more structured post-training support, including regular reviews and opportunities to expand their network. Twenty per cent stressed the importance of psychological support to deal with the stress of the job search. Fifteen per cent suggested that the integration of digital tools into the support process could be improved. Finally, ten per cent would like to see a stronger focus on entrepreneurship, including specific resources for projects in emerging sectors such as the ecological transition or digital technology.

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## Terremplo

### EMPLOYMENT

Territory - Collective intelligence - Social innovation



4 partners from  
IE, FR, BE  
Durée du projet  
2024 - 2025

EU Funding

**480 000 €**

Total project budget

**800 000 €**

**Terremplo** is a cross-boarder programme aiming to create a joint strategy to connect and sustain collective innovation networks across Ireland, Belgium and France with a view to preparing social, digital and environmental transitions, enabling greater coordination and synergies between services. Our strategy will focus on the development of entrepreneurial competences among our target groups to compete in the current and future labour market.



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