

CONNECTING BLUE SKILLS AND DUAL TRAINING PROGRAMMES THROUGH YOUTH GUARANTEE SYSTEM

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Blue Economy Skills and the Youth Guarantee System

The Blue Economy has been changing over the last decade at a faster pace, adding new goods and services from sectors like coastal tourism, shipbuilding, aquaculture, marine biotechnology, ocean energy and seabed mining. These transformations are creating more jobs as well as changing the skills profile of existing jobs. This has deep implications for skills development systems to train more youth for the Blue Economy as well as upgrade the skills of existing workers to adapt to new market demands. The challenge requires a comprehensive strategy involving employment services as well as cooperation from all stakeholders including industry, unions, workers, public sector and education systems.

Youth in particular face skills mismatch due to the lack of work experience and relevant skills. In order to address this challenge EU countries have developed a Youth Guarantee System which is a commitment to ensure that all young people receive a good quality training, particularly apprenticeship or traineeship after leaving formal education or within a period of four months after becoming unemployed.

The Balearic Islands Employment Service (SOIB) and Blue economy stakeholders

SOIB is part of the Spanish national employment system and supports workers to keep up with the fast-paced changes in the labour market through active labour market policies.

Since 2016, SOIB is developing a Dual Training Programme focused on the Blue Economy for youth eligible for the Youth Guarantee System. It aims to qualify unemployed youth (aged 16-29) using apprenticeship contracts in collaboration with local Blue Economy companies and Vocational Education Training (VET) centres in the field of nautical maintenance, engineering, painting and maritime carpentry.



Dual Training Programme: features

SOIB finances training, salary for tutors and cost of apprenticeship contracts. It also monitors the quality of training and issues certificates linked to Spanish national catalogue of professional qualifications which are highly valued in the Spanish labour market.

VET centres offer training programmes. The centres can be public or private but should meet legal requirements for accreditation.

Enterprises also must meet the legal requirements for dual training, commit to offering a contract to unemployed youth for a minimum duration of one-year, collaborate with a training centre and appoint tutors for apprentices. There must be a net increase in the company workforce.

Participants have an apprenticeship contract and get a wage. They go through an intensive training programme with theoretical and practical classes in Maritime VET centres combined with real work in the professional branches of the maritime and fishing industry or transport and vehicles maintenance. Apprentices are allowed to leave the workplace and go to the VET centre during the workday. The daily combination of classes in VET training centres and on-the-job training is a key for success.

The programme comprises an average 500 hours of training plus work experience gained during one year of apprenticeship contract, which increases participants' probability of obtaining an open-ended contract in the same enterprise at the end of the Dual Training programme. Another advantage of the programme is that Professional Certificates can also be transferred and homologated to Spanish educational system promoting lifelong learning and encouraging participants to also re-enter traditional educational systems at a later stage.

SOIB Dual Training Programme on Blue skills has already allowed 357 young unemployed to be hired during the last 12 months with the involvement of 50 Small and Medium Enterprises, 8

yacht clubs and 9 VET centres. At territorial level, apprentices were mostly concentrated in the islands of Mallorca, Menorca, Ibiza and Formentera.

Conclusion

In developing skills for employment, the added value of the program is in the use of apprenticeships that bring together enterprises lacking skilled workforce, VET centres that are highly specialized in providing skills that are relevant for the Blue Economy and young people eligible for the Youth Guarantee System.

SOIB experience indicates that a sectoral approach, a careful selection of enterprises, the involvement of VET centres and participants along with close monitoring by public employment service are key elements to address the skillsgaps that are most challenging for the Balearic Islands economy.

The Dual Training Programme is aligned with the European Commission communication on Blue growth and the Initiative for sustainable development of the Blue Economy in Western Mediterranean.

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More info:

Corporate website (Spanish) <https://soib.es/es/>

Video Dual training programme on nautical maintenance (Spanish language) boy
<https://www.youtube.com/watch?v=QZYRagz-Vk4#action=share>

Video Dual training programme on nautical maintenance (catalonian language) girl
<https://www.youtube.com/watch?v=0JEEdMtomOI&feature=youtu.be>

General video about SOIB Dual Programmes on nautical, carpentry, IT...
(<https://www.youtube.com/watch?v=Z9guw6JU8Kw&feature=youtu.be>)