



# Outcome Document

7<sup>th</sup> UfM Community of Practice on  
Youth Employment in the Southern  
Mediterranean

Barcelona, 5-6 March 2024

**The UfM Secretariat, together with the German Development Cooperation and with the support of the European Union, organised the 7<sup>th</sup> Meeting of the UfM Community of Practice on Youth Employment in the Southern Mediterranean at the UfM Secretariat's premises on 5 and 6 March 2024. This edition of the CoP focused on three interrelated thematics, namely Career Guidance, Decent Work and Data Collection on Impact.**

In her opening remarks, Mrs. Emmanuelle Roure (DG EMPL) announced the participation of two of the CoP members in the coming UfM Regional Platform on Employment and Labour which will take place in Zagreb, Croatia, on 16-17 April 2024. She also announced the UfM Event "Mediterranean Youth in Action: Building Inclusive Ecosystems" that will be held in Helsinki, Finland, on 16-18 September 2024, and informed the participants about the progress made by the UfM CoP on Monitoring, whose meeting was held at the UfM premises in parallel to that of the UfM CoP on Youth Employment.

Mrs. Donatella Di Vozzo (European Training Foundation) delivered a presentation on the role and the value of career guidance over a lifetime, highlighting the shifting paradigm from fast activation to sustainable activation, and explaining the "learning-to-earning" dynamic. She stressed the importance of career management skills (CMS) which involves a

transition from focus on practical skills to focus on positive human development, calling for the inclusion of career guidance from primary school onwards. Having shared best practices from Armenia, Finland and Serbia, she called upon the participants to engage in discussion groups centered around quality career guidance.

The CoP Members shared success stories from Algeria, Egypt, Jordan and Morocco, discussing current practices in the education system, the labor market, and the youth sector. Discussions also focused on gender in career guidance, exploring the root causes of gender inequalities and the need to adopt a balanced approach combining mainstreaming and gender sensitive methodologies. This was followed by a field visit to the Agència Catalana de Jovenut (Catalan Youth Agency), during which the participants were introduced to the initiatives and programmes undertaken by the Agency in the field of youth employment and entrepreneurship.





The second day of the CoP Meeting started with a summary on the key takeaways from day one, followed by a presentation by Mr. M'hamed Kouidmi (Enso Veda Transformational Knowledge) on an AI Career Coach App that offers a broad range of career guidance services that range from drafting cover letters to mock interviews generated through bots. The project, part of CareerVillage.org, followed a threefold approach to measuring impact, comprising breadth of coverage, depth of engagement and durability of actions.

This was followed by a video message by Ms. Lieve Verboven (International Labour Organisation) about Decent Work, during which she explained the key principles of Decent Work and shared statistics about the young NEETs (Not in Education, Employment, or Training) in the MENA region, stressing that young people (15-24 years of age) are more vulnerable to precarious work that offers no or little protection and no or little labor rights. The CoP members were then engaged in creative activities to build networking skills

and collaborative co-creation of value, followed by group discussions and presentations on the realities, challenges, and best practices associated with Decent Work. For her part, Mrs. Roure also informed the participants about the current regional programmes funded by the European Union in the Southern Neighbourhood, namely in the areas of Social Economy, Social Dialogue, Youth NEETs, and Women Economic Empowerment, as well as on the state of play of the Communication on the Talent Partnerships (Egypt, Tunisia and Morocco).

The participants were invited to think collectively about ideas/initiatives that can be presented in the next CoP Meeting that is scheduled to take place in Aswan,

Egypt, in December 2024. Among the most recurring ideas was one involving the recording of a video message to present their experiences and explain the benefits realized through the CoP in the form of synergies, complementarities, and moving up the learning curve.

By way of closing, representatives of the UfM Secretariat, the German Development Cooperation and DG EMPL wrapped up the key ideas discussed and informed the participants about the coming events of relevance, including the 4th UfM Med4Jobs Stakeholder Dialogue that will take place back-to-back with the 8th CoP Meeting. Mrs. Roure also highlighted that the outcomes of this CoP on Youth Employment will pave the way to recommendations for the next UfM Ministerial on Employment and Labour, to be held in 2025.

