

A., young Malian refugee

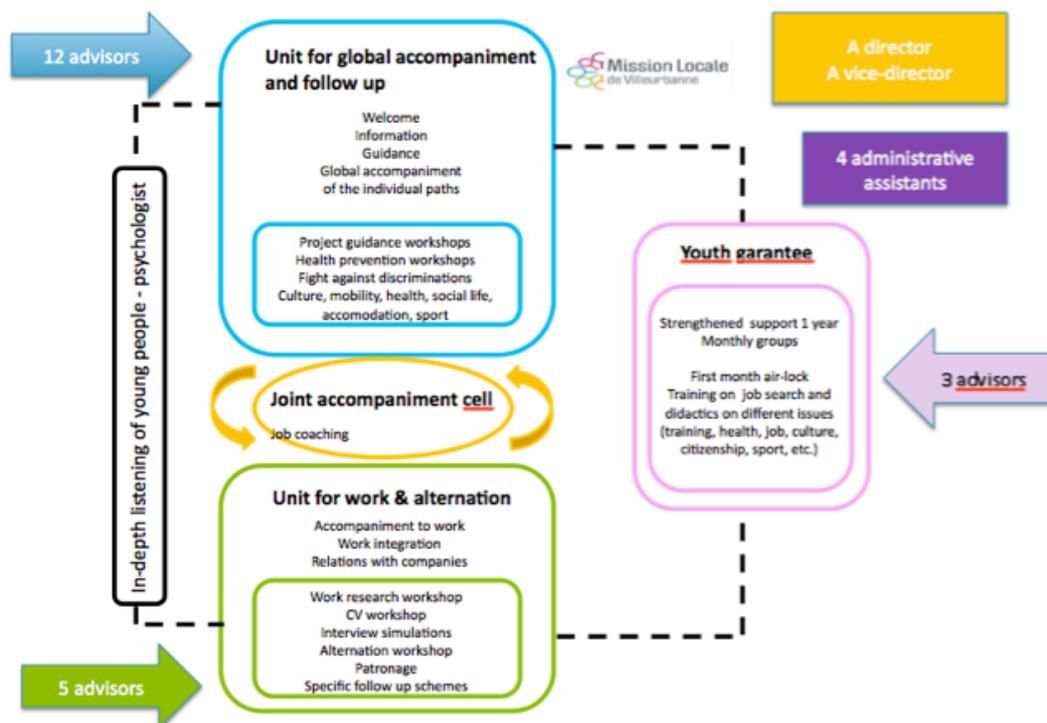
A. is a 22-year-old Malian who passed through various refugee camps in Africa before arriving in France. He was spotted in a camp in Niger and supported by the NGO Forum Réfugiés as part of a resettlement program for the most vulnerable young people, referring them to host countries such as France, with a goal of social and Professional intégration.

Young A. arrived on French territory, in Villeurbanne, in January 2018, accompanied by his brother. Refugee Forum quickly accommodated him and his roommate brother. A understands and speaks French without difficulties and write it correctly. He was educated in Africa until the 1st scientific high school level and has no professional experience. In September 2018, Forum Réfugiés proposed to the Mission locale of Villeurbanne to integrate him into the Youth Guarantee scheme.

The Youth Guarantee – A comprehensive accompaniment device

The accompaniment device for young migrants

Involved actors



Within its many existing programs and services, the Mission Locale de Villeurbanne has been implementing the Youth Guarantee since October 2016:

"The Youth Guarantee is an open right aimed at young people aged 16 to under 26, in precarious situations who are not in education, employment or training (NEET). To promote their integration into employment, they are supported intensively and collectively and benefit from professional practice. This support runs for 1 year and the young people receive financial assistance to facilitate their access to employment. "

The Mission locale:

- Supports young people by setting up collective workshops and dedicates referral advisers
- Helps them, with local partners to resolve their difficulties, in terms of mobility, health, housing..
- Supports them in their search for employment and training experiences.

Logistics: Rented premises which allow the reception and support of groups (15 young people) each month- they are not in the same place as the headquarters of Mission locale.

Purchase of specific computers and office equipment: laptops, advisers equipped with mobile phones

Internal resources: 3 full-time dedicated advisers + 1 administrative assistant + 1 civic service + coordination provided by the deputy director.

Funding: Mechanism originally financed by the ESF, funding linked in part to the achievement of quantitative and qualitative objectives in terms of access to employment and training.

The Mission locale's quantitative objective is to support 190 young people per year in the Youth Guarantee; it reports to the ESF on the achievement of its qualitative objectives.

The close support of a journey fraught with pitfalls

When he joined the Youth Guarantee, A. was living with his brother who had a job himself, in a geographical area near Villeurbanne. The allowance granted to young people by the Youth Guarantee enabled A. to pay his share of the rent.

A. was overly motivated and had a great ability to mobilize to find a job. He did not have a defined career plan when he arrived. After support in the development of his project, via various workshops and company visits, organized during the first month of collective activities of the course, A. quickly positioned himself to follow a security guard training. Employment related to security professions requires upstream training and, above all, compulsory state authorization. However, A. being awaiting renewal of his residence permit, his request for accreditation from the National Council for Private Security Activities (CNAPS) to enter training was blocked. His project was unsuccessful because of the lengthy delays in renewing the residence permit.

At the same time, an agent of the bank where his account was domiciled closed the account unilaterally, without notice or explicit reason. As he had not yet obtained his new residence permit, the young refugee was unable to open a new bank account. As a result, while waiting for his residence permit, he found himself unable to receive the salary of the first temporary assignments he had carried out, nor to take on a new assignment (no bank account = no job). The payment of his Youth Guarantee allowance was blocked for three months.

In this situation, the partnership of the Mission locale with Forum Réfugiés was decisive to avoid the young refugee drop out of his career. The partner Forum Réfugiés made a cash advance to pay the rent and cover the daily expenses of A. It also financially covered the cost of withdrawing the residence permit. The Mission locale has set up food aid from the Youth Aid Fund (FAJ) through the Communal Social Action Center (CCAS) in the town of Villeurbanne. Thanks to this support, the Youth Guarantee advisor was able to focus on providing more support for A. on the professional side:

Mediation with the training organization for the continuation of the professional project despite the absence of a residence permit.

. Regular discussions with the services of the prefecture to help obtain the title.

- . Opening of an account upon receipt of the residence permit, mobilization of employment partners and sending of banking information for the payment of pending allowances.
- . Support and transmission to the CNAPS for the issuance of the authorization to enter training following receipt of the new residence permit.

After remobilization and exploring new orientations, A. seized the opportunity for a job in the fast food industry through vocational training. He was employed on a permanent contract. It should be noted that the reinforced av-companiment of A. was facilitated by his own contribution, as he was always positive despite the difficulties encountered. He was regularly present in the Youth Guarantee activities, even without an appointment, at all the workshops, forums and activities offered, and very involved in his professional and social initiatives.

The key actors of the accompaniment of A.

- **The core Partner – Forum Réfugiés:** associative structure to support migrants based in Lyon. The one-year resettlement program is intended for the integration of people recognized as refugees. It supports them in accessing and maintaining employment and housing.

The Mission locale and Forum Réfugiés have a good common knowledge of the situation of young refugees, mutual knowledge of their respective organization and skills, and a formalized sharing of roles in joint support situations like that of A.

- **The French State** + FSE and the Youth Guarantee measure which finances the device and the monthly financial aid as part of supporting young people. Objective: access to employment with working on the peripheral brakes.

- **The CCAS:** Communal center for social action, financial support from the Metropolis of Lyon in particular via mobility aid and one-off financial aid.

- **Pôle emploi:** Public administrative organisation responsible for employment in France. In particular, it finances training courses that enable the acquisition of skills in order to facilitate access to employment.

- **Interim agencies** present in the territory of the Mission locale, which accepts, within the framework of a strengthened partnership, young people with few qualifications. They take into account the know-how of the beneficiaries and trust the partnership relationship, in order to offer them initially short-term missions requiring little qualification. These missions allow young people to make themselves known and begin the first stage of employment in the territory.

The interim partners regularly carry out “job dating” under the Youth Guarantee paths.

The strengths and weaknesses of the organization and the support system

Strengths

-  A referent advisor
-  Articulation of Youth Guarantee workshops and external partners
-  Equipment available in Youth Guarantee
-  Rich service offer in the field of integration by Mission locale
-  Access to financial assistance to solve the problem
-  Trusted partnership with Forum Réfugiés
-  Responsiveness and motivation of the young person supported
-  Effective and sustainable employment partnership network
-  Youth Guarantee Allowance

Weaknesses

- ✚ Obligation to prepare financial aid files with the CCAS
- ✚ Cumbersome and administrative delays for the renewal of the residence permit
- ✚ No partnership established with prefectural authorities
- ✚ Lack of privileged interlocutors in some administrations

The opportunities and threats for the accompaniment

Opportunities

- ✚ Dynamic employment pool on the territory
- ✚ Economic recovery that promotes access to employment for the least b qualified young people
- ✚ Establishment of the employer brand in the territory
- ✚ Responsiveness to the mobilization of supported young people
- ✚ Possibility of calling on funds from partners
- ✚ Forging a link between the Youth Guarantee advisor and a new actor in local employment

Threats

- ✚ Difficulties in recognizing the discrimination of the bank which closed the young person's account, weakening his situation
- ✚ Obtaining administrative authorizations related to the security profession
- ✚ Risk of a loose of motivation of the young person faced with multiple obstacles
- ✚ Blocking of the situation for administrative reasons

The success factors for the accompaniment of A.

How were weak points turned into strong points by the responsible organization?

- The lack of partnership with the prefectural authorities has led the mission locale to further strengthen individual support, step by step in the administrative procedures for obtaining the residence permit and its financing.
- It led to the preparation of a document to help with the request for a residence permit.

How were threats converted into opportunities and by whom?

Banking issue: feedback of information on the practices of the banking establishment to the vigilance / anti-discrimination network. The current case against this bank was enriched by A's situation, thus

allowing action on the part of the vigilance network which met with the regional management of the bank in question.

This allowed the implementation of a new partnership with a banking organization for the opening of the new account.

Blocking situation: Regular mutual meetings with Forum Réfugiés, an expert in the integration of migrants, also strengthening the partnership.

Good distribution of tasks and involvement of each partner in their own fields of action.

Mobilization of A.: Exchanges of regular practice between the Youth Guarantee advisors and with the structure, in order to propose activities allowing mobilization.

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