

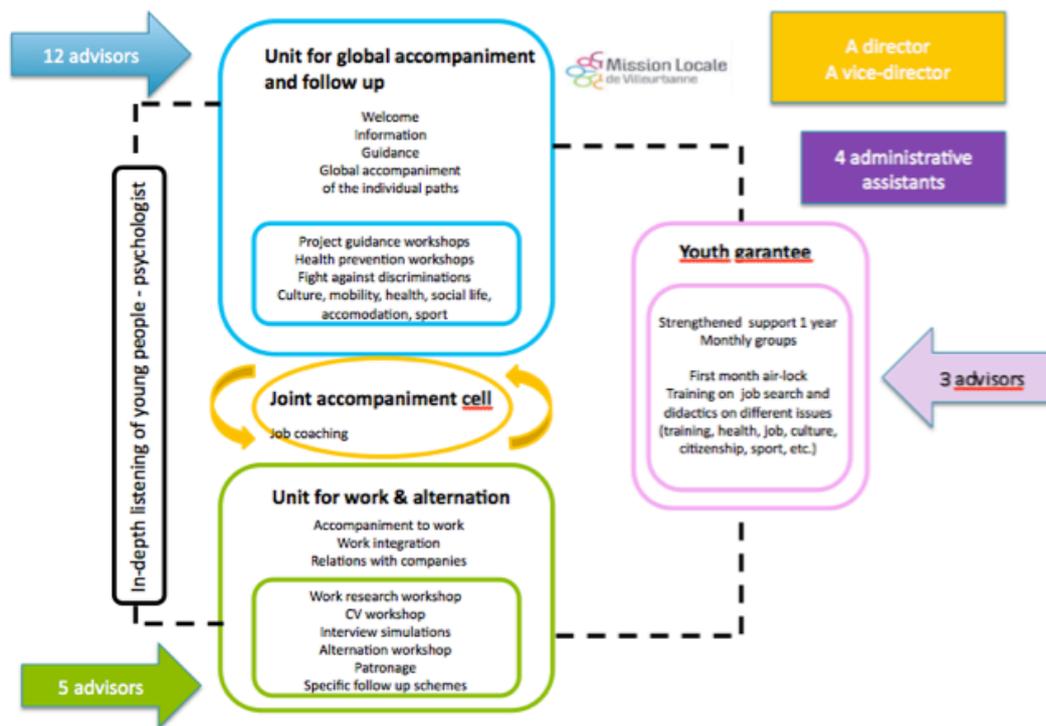
## Work and accommodation for M.

M. is 20 years old and is originally from Central Africa. He was in a refugee camp in Niger before arriving in France as part of a resettlement program. He was educated in Niger until obtaining a qualification equivalent to the baccalaureate and he is French-speaking.

Arrived alone in France in April 2018, with refugee status, he was accompanied for a month and a half by the Forum Réfugiés association, a close partner of the Mission locale of Villeurbanne, and he was housed, through them, within 'a residence. In July 2018, Forum Réfugiés directed him to the Youth Guarantee system.

### 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

### **Th accompaniment of M.**

M. quickly formulated, during the collective activity path, the project to train in mechanics. Following an internship in this sector he abandoned this project to focus instead on the logistics sector. Moutaka S. needs to quickly find an employment that allows him to acquire experience, skills and sufficient resources to find independent and stable accommodation at the end of the accompaniment path. The goal of the referent advisor at Youth Guarantee is to support him in his search for employment and then for accommodation.

To achieve this goal, the counselor relied on an interim partner company (Synergie) able to provide various professionalizing missions to the young refugee.

A first tripartite meeting took place between Synergie, the counselor and the young person during which a proposal was made to meet an employer with vacancies. M. met the employer the next day after preparing for the interview with the advisor. The first meeting did not lead to hiring (the employer did not have a job that could be given to M. who did not have a car) but it was followed by the counselor via return interviews with the young person and with the employer.

A new meeting with the employer was organized and prepared with M. by the advisor, two weeks later as part of a job dating organized by the temporary work agency in the premises of the Youth Guarantee. M, following this event, was this time entrusted with a logistics mission by the employer. A week after hiring the advisor took stock of M's work with the employer respectively with M. The latter then continued on missions, he regularly transmitted the necessary information on his missions to the advisor (contracts, pay slips) and the latter made regular telephone points with him on the progress of his missions.

It should be noted that M. is motivated and involved in his procedures, available and responsive in relation to the referee's requests. He has a good command of French and has acquired the necessary professional skills and postures during his first assignments.

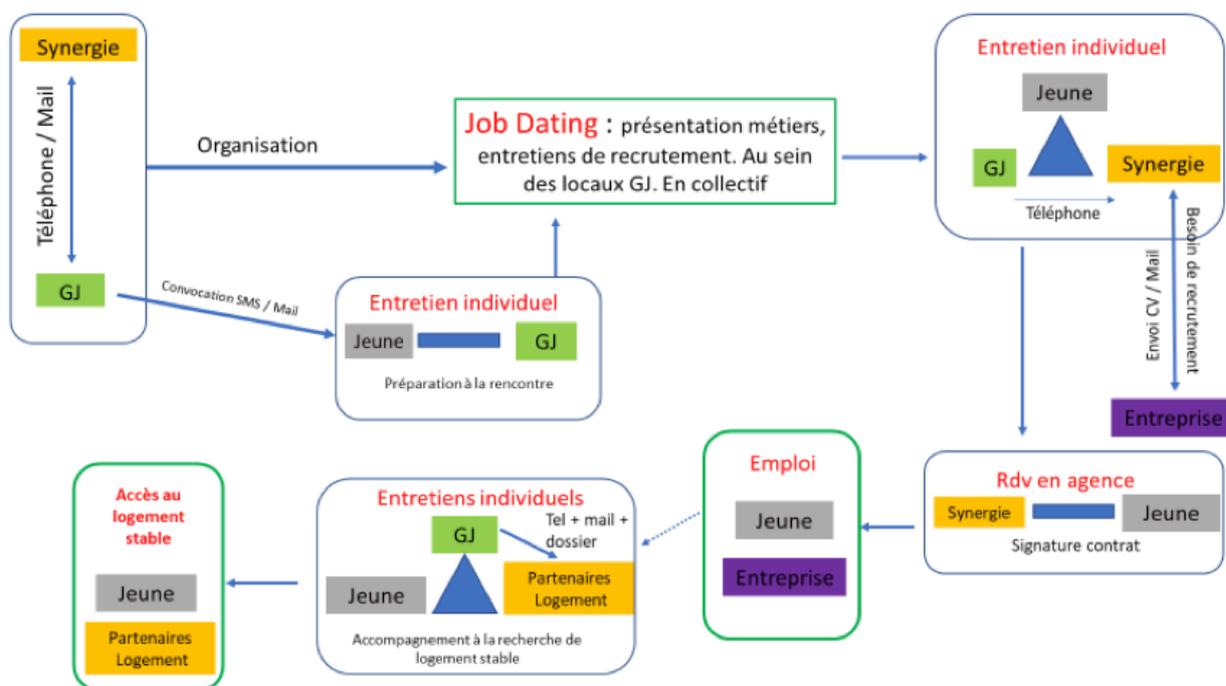
### **A key partnership for supporting M. towards employment**

Regarding the objective of supporting M. in getting a job, the Mission locale turned to the economic partner, **Synergie**, a French group specializing in the sectors of temporary work, recruitment and training, including 750 employment agencies around the world.

The Missions locales have an institutionalized partnership with the Synergie group at the national level through the "Mission Jeunes" agreement (Mission Jeunes has targeted since its national launch in June 2014 a single objective: to help unqualified young people benefiting from the Youth Guarantee., à accéder à l'emploi.)

Diagram showing the steps and links between the different partners to achieve:

- Access to employment
- Access to stable housing



At the local level, the Garantie Jeune has declined this partnership with the Synergie agency in the small town of Meyzieux, which specializes in the logistics sector and recruitment needs that may correspond to the profiles of the young people supported. The partners agreed on common actions:

- Joint organization of employment events within the premises of the Youth Guarantee
- Transmission to the Youth Guarantee team of recruitment needs by the Synergie agency
- Transmission of youth profiles by the Youth Guarantee and feedback from Synergie on its positioning of the young candidates.

**The factors for the effectiveness** of the partnership are:

*From the point of view of the local mission*

- The counselor monitors the young person in employment and intervenes in mediation if necessary
- She knows the young person's situation: being recruited, in employment, end of employment
- There is capitalization of the experiences and skills developed

*From the point of view of the temp agency*

- She knows the public accompanied by local missions
- She has recruitment needs in line with the profiles of young people (experience, skills)
- It offers training funding possibilities with FASTT (social action fund for temporary work)

However, it is a partnership that also involves risks

- Recruitment is seasonal because needs are unequal throughout the year

-> *This is why the Youth Guarantee is developing partnerships with many other employment agencies allowing an offer and contacts throughout the year.*

- Young people are subject to the obligation to be mobile because customers are not accessible by public transport

-> *The Youth Guarantee and Synergy have set up an Aid for financing the driving license (funded FAJ / FASTT / Youth Guarantee Allowance)*

- There is a distortion between the expectations and the profiles of the young people supported:

-> *The Youth Guarantee selects the profiles transmitted. It also values the capacities of young people even if they do not quite correspond to expectations.*

-> *Synergie accepts to take risks and gives young people a chance.*

- Recruitment processes are sometimes long:

-> *The Youth guarantee makes regular reminders*

## **The partnership for access to housing**

The Mission locale has established a privileged partnership with the "**FJT TOTEM**", a social residence for young workers. Social residences allow the temporary accommodation of people having difficulty in accessing common law housing because of their social and financial situation. The term "young workers" refers to people living alone, aged 16 to 30 and exercising a professional activity (contract, internship or apprenticeship).

The two structures are very close geographically. By convention, young people accompanied by the Mission locale of Villeurbanne can benefit from emergency overnight stays within the FJT. These overnight stays are financed by the city and the metropolis.

**The factors for the effectiveness** of the partnership are:

*From the point of view of the mission locale*

- The premises of the Youth Guarantee are located within the FJT "Totem".

- The Youth Guarantee team is familiar with the procedures for accessing the FJT

- It works in close proximity with the actors of Totem

- Their role as support professional facilitates entry into housing because the partner is "reassured"

*From the point of view of the partner FJT Totem*

- It works with the same audience as the mission locale and there is a common knowledge of their needs and situations.

However, it is a partnership that also **involves risks**

- There is always the risk of a lack of available accommodation

-> *The Youth Guarantee must prevent the risk with a range of other housing partners (OREEAJD, MVS, AILQJ!*

- Complex administrative procedures for access to rights; guarantor, deposit, Personalized housing assistance.

-> *For the deposit, the Youth Guarantee calls on the FAJ (Youth Assistance Fund) and sets up the file for financial support.*

-> *For the guarantor, the Youth Guarantee calls on VISALE (a device offered by a social and solidarity group active in the development of social housing)) and sets up the case for the guarantor support.*



-> *The Youth Guarantee provides young people with information on housing assistance, runs simulations and sets up files.*

The procedures are dematerialized - central reservation which can pose an obstacle for young migrants / young refugees

-> *The procedures are done in individual interview with the young person*

*Young people have stable resources but below the acceptance criteria*

-> *Support for access to employment is a guarantee of the young person's access to sufficient resources*

