



## Experiment Overview

### Objective

Analyze why the **needs of young people and regional employers** in terms of apprenticeships and training positions 'do not match' with the aim of strengthening links between various stakeholder groups.

### Relevance

**Shortage of skilled workers across various industries**, with the additional challenge of **unfilled training and apprenticeship positions** is one of the main challenges in the region.

### Key innovation

**New target group:** young people (have so far only been involved in isolated cases).

**New data:** collected from employers, young people + various stakeholders which can be integrated in policies / used for policy recommendations.

**New network:** bringing young people and local employers together by identifying and attempting to match their respective needs is new for the region and considered as highly relevant by local stakeholders.

## Experiment Progress

### Define experiment and set goals:

- Dec 23: Focus group.
- Feb 24: Working group to define the data experiment.

### Survey young people:

- Mar/Apr 24: Conceptionalize survey.
- May 24: Pretest with 71 students.
- July 24: Start of the survey and advertising (youth centers, multipliers, app etc.).
- Sep 24: Start survey at schools.
- Oct 11th 24: Survey ended (340 participants, completed: 290).

### Multiplier Interviews:

- Aug./Sept 24: 14 Interviews and meetings with 17 stakeholders (employment agency, job center, youth centers, district administration, refugee/migration counselling, educational institutions, employers etc).

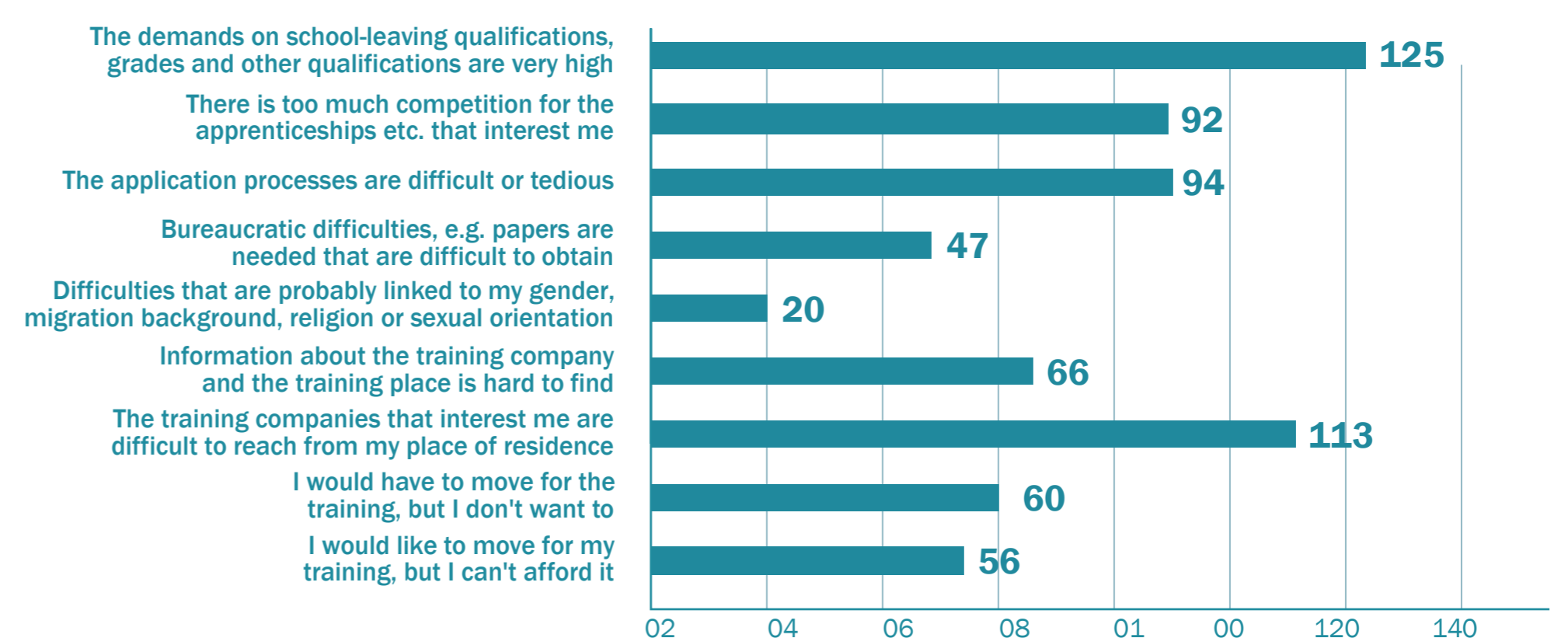
### Event and survey employers:

- Aug-Nov 24: Planning an event with 150-200 guests + conceptualize survey.
- Feb 6th 25: Event date (Participation of political players such as the Minister of Labour already confirmed).

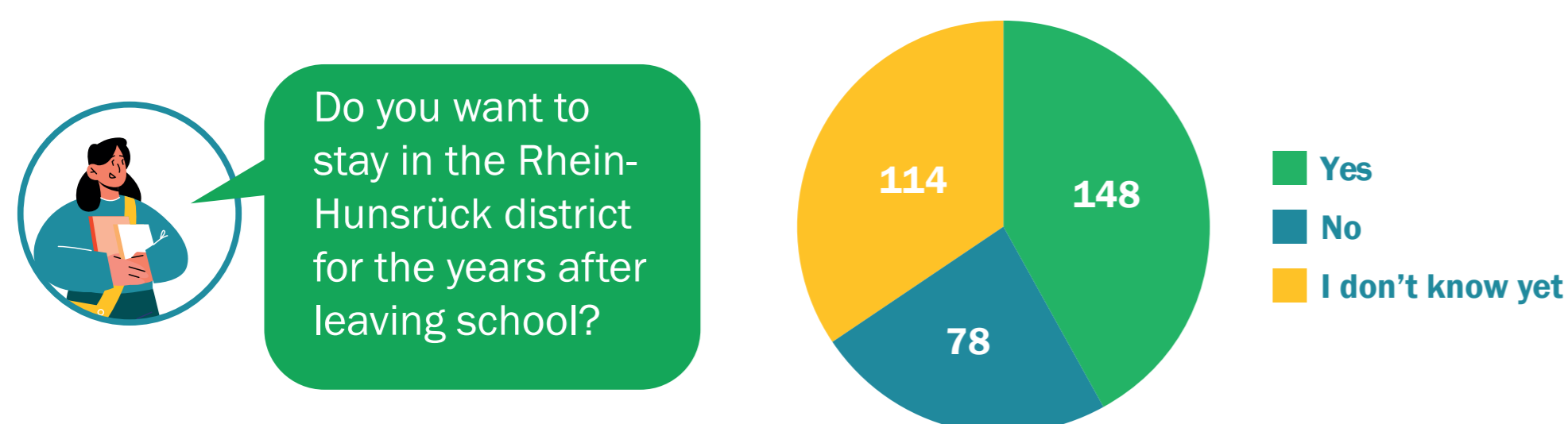
## 3. Obstacles young people expect while looking for an apprenticeship / training position are mainly high demands, accessibility of the workplace and difficult application processes.



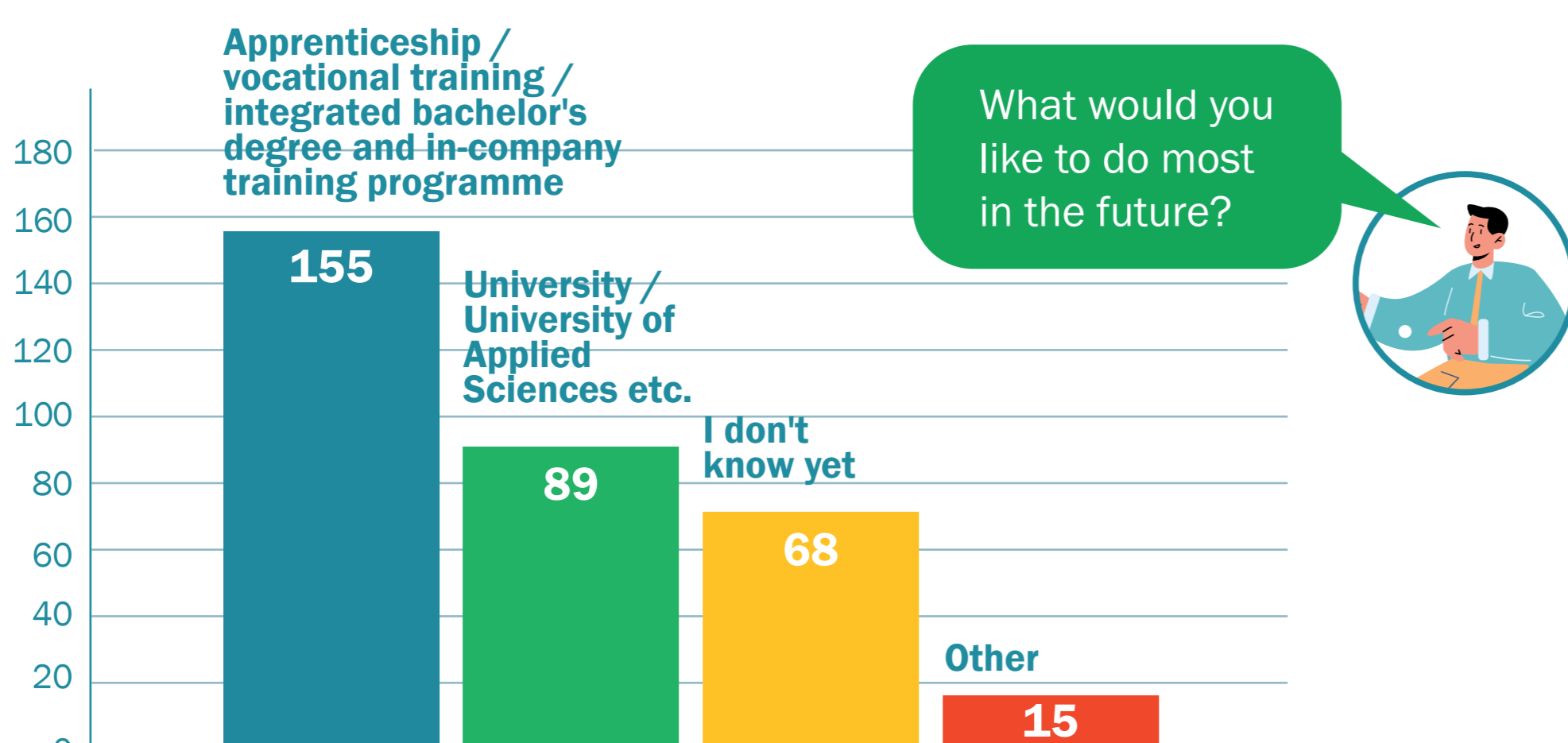
What obstacles do you expect to encounter?



## 1. Main assumption confirmed: The majority of the young people surveyed would like to (or maybe like to) stay in the Rhein-Hunsrück district.



## 2. Young people are interested in opportunities in the field of training/ apprenticeships in the Rhein-Hunsrück district.



## Reflections

- Very good participation in youth survey & various groups of young people took part. The broad network of the Pilot Region Partner (Regionalrat Wirtschaft) and the urgency of the issue was crucial for this.
- Planning of the youth survey took much longer than expected (e.g. it was necessary to submit an application to the Ministry to conduct the survey in schools and various data protection regulations had to be complied with).
- Cooperation with young people (e.g. pretest) and other multipliers is very important in order to properly address and reach different groups of young people.
- Don't underestimate the bureaucracy and allow plenty of time.

## Next steps

- Evaluation of all collected data and, based on this, conceptualisation of the survey and the event with regional employers.
- Feb. 2025: Event with regional employers, stakeholders and political players and launch of the survey with employers.
- Autumn 2025: Dialogue event for young people & employers.

