



**Adults
Employment
Inclusion**



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European Project
*Modelos exitosos e
innovadores para el empleo y
la inclusión social; patrimonio
educativo europeo*
*Adults' teachers implementing
successful and innovative models for
employment and social inclusion;
enhancing our European educational
heritage and their consolidated values*



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Public – Private Partnership Employment Scheme

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Local Agency for Economic Promotion and Employment – Gijón City Council

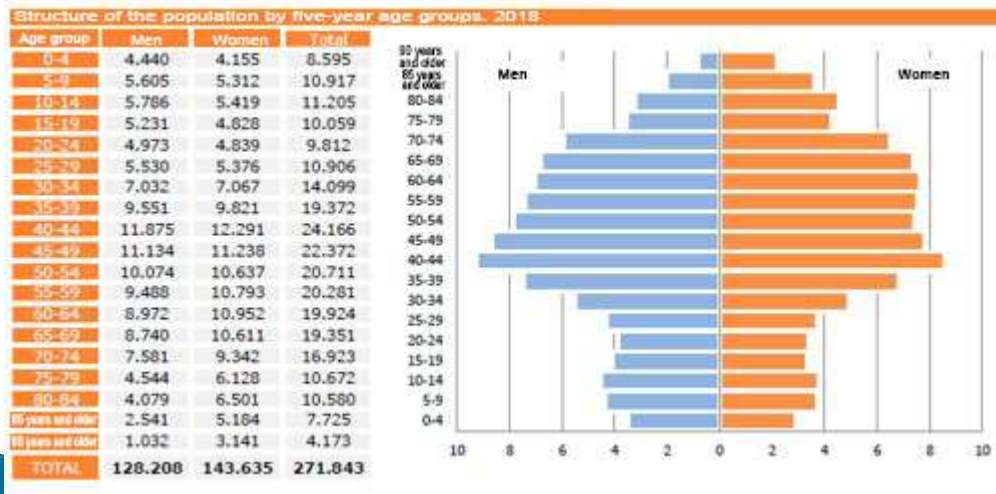
Local Socioeconomic Context



Registered unemployment, October 2019

Age	Men	Women	Total
Under 25 years of age	659	570	1.229
Between 25 and 44 years of age	3.237	4.706	7.943
45 years and over	4.586	6.610	11.196
Total	8.482	11.886	20.368

Economic sector	Men	Women	Total
Agriculture	192	72	264
Industry	999	543	1.542
Construction	1.248	213	1.461
Services	5.369	9.962	15.331
No previous employment	674	1.096	1.770
Total	8.482	11.886	20.368



Registered unemployment 20,368 people
Social Security registrations 78,632 persons

Predominant tertiary economic sector, but with significant industrial presence, above the national average

Ageing of the population

Social Concertation Agreement



- ▶ Priority V: Boosting talent and improving people's employability
- ▶ Sub-priority V.3 Employment plans
- ▶ **Programme V.3.2 Public-private partnership employment plans:** promote the integration into the labour market of unemployed people through a public-private partnership programme supporting direct recruitment by enterprises
- ▶ 3 years 2017-2019
- ▶ Budget €600,000/year

Gijón | **impulsa Empleo**

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unión comercial de gijón
xunta comercial de xixón

UGT Asturias
2004

FADE
FEDERACIÓN
ASTURIANA
DE EMPRESARIOS

Unions of regional trade unions

Business
Association

Public-Private Partnership Employment Scheme

- ▶ 1st Public Call for Subsidies – BOPA, 27 June 2017
- ▶ Beneficiaries: Associations or business entities of the Principality of Asturias
- ▶ Objective: to promote the integration of unemployed people into the local labour market through a collaborative programme to RECYCLE and READAPT the skills of unemployed people in order to reorient them to the new requirements of the market and to promote their recruitment by companies in these occupations



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IV. LOCAL ADMINISTRATION

CITY COUNCILS OF
GIJÓN

ANNOUNCEMENT. Extract from the Agreement of 13 June 2017, of the Governing Board of Gijón City Council, which calls for subsidies for the selection of entities for the implementation of the "Public-Private Partnership Project"

BDNS (Identif.): 350979.

In accordance with the provisions of Articles 17.3(b) and 20.8 of Law 38/2003 of 17 November on General Subsidies, an extract from the call is published, the full text of which may be consulted in the National Subsidies Database (<http://www.pap.mihap.gob.es/bdnstrans/index>):

Selection criteria and standard collaboration agreement for the development of "public-private partnership projects".

In the social agreement in force, known as Gijón Crece 2016-2019 (Gijón Grows 2016-2019), is included in priority V, entitled "Promotion of talent and Improvement of people's employability", sub-priority v.3 Employment Plans, within which the so-called "Public-Private Collaboration Employment Plan" is framed.

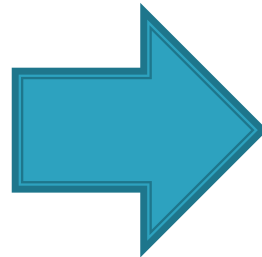
The general objective of this programme is to promote the integration of unemployed people in the local labour market by means of a collaboration programme that allows for the recycling and adaptation of the skills of unemployed people in order to reorient them to the new requirements of the market and to promote their hiring by companies in these new occupations. To this end, a budgetary allocation of €600,000/year is foreseen for the next three years.

Criteria and model for agreement

Public–Private Partnership Employment Scheme

PHASE 1

- ▶ Selection of entities
- ▶ Innovative occupations demanded by **companies** and not covered in the current market (recent appearance; scarce supply of professionals)
- ▶ Adequate training plan to qualify in the professional profile
- ▶ Commitment of companies to contract 1 year



Phase 2

- Quality of the proposal: 50 points
- Concrete training action, methodology: 25 points
- No. of jobs to be created: 20 points
- Follow-up methodology: 5 points

Public-Private Partnership Employment Scheme

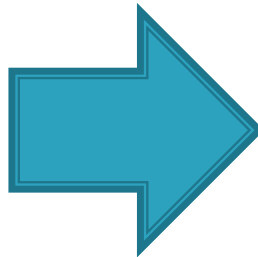
Phase 1

Quality of the proposal: 50 points

Concrete training action,
methodology: 25 points

No. of jobs to be created: 20 points

Follow-up methodology: 5 points



PHASE 2

- ▶ Collaboration agreement with each business entity
- ▶ Selection process of participants – in collaboration with ALPEE
- ▶ Training action
- ▶ Follow-up
- ▶ Subsequent hiring in companies: minimum 5 people per project, between 6 and 12 months
- ▶ Subsidy:
 - 100% of training cost
 - 70% of labour contract cost

Public-Private Partnership Employment Scheme



Approved
Projects

- ▶ Meat Industry Research Association.
- ▶ Technician in preparation of canned, semi-preserved and pre-cooked dishes
- ▶ 210 hours of theory and 160 hours of practical work experience
- ▶ Commitment to hire 8 people



- ▶ Automobile Association of the Principality of Asturias
- ▶ Technician in electromechanical system technology in the modern automobile
- ▶ 200 hours of theory
- ▶ Commitment to hire 9 people
- ▶ Union of Cleaning Employers of the Principality of Asturias (Udelimpa)
- ▶ Specialist in industrial cleaning
- ▶ 45 hours of theory and 120 hours of practical work experience
- ▶ Commitment to hire 11 people

Public-Private Partnership Employment Scheme

Profit or loss

Entity	Number of students starting	Number of students end	Commitment to hiring	Contracts	Follow-up - active	Follow-up - unemployed	Subsidy for training	Subsidy for contracts
Asincar	15	13	8	6	9	6	23,726.62	184,271.99
Aspa	20	16	9	8	9	6	54,126.45	
Udelimpa	15	15	11	11	10	10	16,375.92	
Total	50	44	28	25	28	22	94,228.99	

Public–Private Partnership Employment Scheme

POSITIVE ASPECTS

- ▶ Training aligned with business demand
- ▶ Quick to implement
- ▶ High quality of training provided by specialised associations
- ▶ Removal of entry barriers to the company
- ▶ Good level of labour insertion: 56%
 - 28% in the business sector
 - 18% in the same company as the contract



NEGATIVE ASPECTS

- ▶ Excessive bureaucratic burden on companies – management of the subsidy agreement

