

Mobility in the Mind: Creating new routes to employment

Report of the Mobility in the Mind Symposium

Joint Activity of the European Youth Card Association, the European Commission
and the Council of Europe Partial Agreement on Youth Mobility through the Youth
Card

Hosted by MOVIOJovem, Portugal
17 - 20 of March 2015, Lisbon, Portugal

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1. Introduction and background information

- 1.1. “*Mobility in the Mind: Creating new routes to employment*” is a pan-European project led by the European Youth Card Association (EYCA) in cooperation with its five Member Organisations from Italy¹, Croatia, Poland, Romania and Serbia.
- 1.2. The project will enable EYCA members to build upon, extend and promote activities supporting youth employment and entrepreneurship. *Mobility in the Mind* will generate intelligence about supporting young people to co-create routes to finding and generating work for themselves in Europe.
- 1.3. Addressing the issue of youth unemployment and creating relevant opportunities for and with young people to be more mobile and active citizens within Europe are core businesses to many EYCA member organisations.

Together with five EYCA member organisations, EYCA will identify and create youth card-related opportunities in five specific sectors of the economy:

- Green initiatives - Centro Turistico Studentesco e Giovanile, Italy
- Tourism and hospitality - Croatian Youth Hostel Association, Croatia
- Communications & digital tech. - Polish Youth Projects Association, Poland
- Cultural industries - Asociatia EURO<26 Romania
- Social enterprises - Evropski omladinski centar, Serbia

Each of these five EYCA member organisations, will support at least four entrepreneurial young people from their country to develop their own entrepreneurial projects.

- 1.4. The *Mobility in the Mind Symposium* was the kick-off event of the project. It was open to forty participants to scope and shape the work programmes for each of the five sectoral work streams.
- 1.5. The *Mobility in the Mind Symposium* took place in *Pousada de Juventude Parque das Nações* in Lisbon (Portugal) from 17 to 20 of March 2015. [Movijovem](#), the EYCA member organization in Portugal, hosted the event.

Find more information about the project [here](#).

¹ EYCA member organisation in Italy -Centro Turistico Studentesco e Giovanile (CTS)- has been substituted by EYCA member organisation in Luxembourg - Centre Information Jeunes (CIJ) - to co-lead the Green initiative sector activities during the *Mobility in the Mind* project.

2. Participants

2.1. The forty-eight participants of the symposium included 19 young entrepreneurs -EYCA Young Innovators- involved in the project, five co-leaders from five EYCA member organisations, partners of the project, experts on youth entrepreneurship and government representatives from Ministries responsible of youth policies in Bosnia and Herzegovina, Armenia, CoE Advisory Council on Youth.



Group picture in *Pousada de Juventude Parque das Nações* in Lisbon. 20th March 2015.

2.2. Selection process and involvement of participants

The five member organisations co-leading the project, were selected by EYCA through an internal open call launched to all EYCA members. These five EYCA member organisations, selected their Young Innovators following a common agreed framework that included their ability to represent young people across Europe, ensuring a rich cultural range, aged and inclusion of vulnerable young people.

All candidates to become EYCA Young Innovators submitted their CV and a short description of their business idea together with an explanation of “why they feel passionate for their business idea”. Find more [here](#).

See *Annex I: Participants List*

3. Programme and methodology

The purpose of the European Symposium was to shape the work programmes for each of the five sectoral work streams by supporting the five EYCA member organisations and EYCA Young Innovators to:

- Get an overview of most pressing issues in relation to youth unemployment in Europe and share their experience;
- Identify the role of European Youth Cards in supporting employability and entrepreneurship for young people in Europe;
- Design five specific National Action plans to support EYCA Young Innovators to develop their business plans in five economic sectors;
- Agree an overall framework for the work plan for the project.

The symposium was designed accordingly to tackle the goals mentioned above:

- **Day 1:** Mapping the situation in Europe: European and national perspective on employment and entrepreneurship.

Guests and member organisations gave a broader picture of youth unemployment and entrepreneurship in whole Europe based on research evidence and best practice examples. The presentations covered the following:

- Skills and competence needed in Europe
 - Role of entrepreneurship in solving youth unemployment
 - Role of mobility in solving youth unemployment
 - National situation in the five co-leading countries
- **Day 2:** Designing the National Action Plans
 - **Day 3:** Sharing the National Action Plans and next steps.
- Participants had the opportunity to give feedback to the national action plans and listen to employers about what skills employers are looking for when recruiting young people.

See *Annex 2: Programme of the Symposium*

Methodology of the Symposium

The Symposium was carried out in using the methods of non-formal education by engaging young people into discussions, exchanging and sharing their ideas and experiences working in groups, games and presentations.

4. Mapping the situation in Europe: Perspectives on employment and entrepreneurship

4.1 Jarkko Lehikoinen - President of the European Youth Card Association, Finland

Jarkko Lehikoinen introduced the European Youth Card Association (EYCA) to all participants, how EYCA member organisations work together to stimulate more young people to be socially, culturally, educationally and economically mobile by delivering quality European Youth Card services and contributing to better policy on youth mobility and active citizenship in order to achieve EYCA's vision: a Europe where all young people are mobile and active.

Jarkko Lehikoinen also highlighted EYCA's partnerships, with a special focus on the partnership with the Council of Europe through the Partial Agreement on Youth Mobility through the Youth Card and the European Commission.

EYCA President explained how the association, in collaboration with its EYCA members, has been developing several national actions and programs to support employment during the last years. Because of the high-rate youth unemployment across Europe, EYCA decided to focus in this European project that also aims connect young entrepreneurs, private and public sector. Find more information in this [link](#).

4.2 Ricardo Araújo - President of Movijovem, Portugal

Ricardo Araújo, representing *Movijovem* (EYCA's member organisation in Portugal), explained how *Movijovem*, one of the founding members of EYCA, understands the importance of the European Youth Card as a tool for implementing national youth policy in Portugal. The work of EYCA and the youth cards to empower young people and support their economic inclusion at the regional, national and European level is very relevant in Portugal.

4.3 Natalja Turenne - Partial Agreement on Youth Mobility through the Youth Cards, Council of Europe, France

Natalja Turenne explained that one of the priorities of the Council of Europe youth sector is to promote mobility, intercultural dialogue and active participation of young people in the life of the society. This, in turn, helps with employment opportunities for young people. The Youth sector of the Council of Europe, including its Partial Agreement on youth mobility through the youth card, advance these goals through various youth policies, notably through co-operation with EYCA. Natalja Turenne also highlighted the necessity to support initiatives to implement policies to enhance youth mobility to have an impact learning process and working opportunities.

4.4 Manel Sánchez - European Youth Card Association, Belgium

Manel Sánchez presented the participants with the overall aims of the whole "Mobility in the Mind" project and introduced the programme of the Symposium, explaining the goals for each working day.

4.5 José Baptista, National Agency for the Erasmus+ Programme in Portugal

José Baptista introduced the new Erasmus+ programme (2014-2020) that aims to support mobility policies, promote equal learning opportunities for young people and recognize soft skills and competences through non-formal education programmes like the European Voluntary Service.

As a response of ‘what should young people know about skills and competences to be able to make informed choices for their future careers?’ José Baptista explained that soft-skills are getting more decisive in personnel selection processes.

Erasmus+ goal is to develop:

- Mobility as a learning tool (Exchanges, trainings and networking),
- Strategic partnerships in the youth sector to develop and implement new initiatives and design new IT platforms that enable exchange of good practices,
- Political reforms to implement a new agenda in the Union on the youth field.

More information about the Erasmus+ Programme in Portugal in this [link](#).



From left to right: Jonathan Jelves, José Baptista, José Pedro Melo e Castro

4.6 José Pedro Melo e Castro - Department of Youth, Portuguese Institute for Sports and Youth, Portugal

40% of young people (OECD countries) are interested in self-employment. Governments have a substantial number of programmes in place to help them start businesses including trainings, information and mentoring, financial support and more. Youth entrepreneurship is unlikely to be a panacea for solving the youth unemployment problem but it can be part of the response.

José Pedro Melo e Castro focused on entrepreneurship in solving youth unemployment. He presented the *Strategic Plan Impulso Jovem*, a plan that tackles the high youth unemployment rate in Portugal through four types of measures: supporting interns, supporting hiring, supporting youth entrepreneurship and facilitating companies' access to credit. José Pedro specially focused on the third action, **supporting youth entrepreneurship** through *Rede de Percepção e Gestão de Negócios (RPGN)*, a network for identifying and managing business. With this programme they address the problem of Portuguese enterprises presenting one of

the lowest survival rates -only 3 out of 10 enterprises created in 2004 were active in 2009-. The solution they identified to this issue comes by supporting the entrepreneur from the emergence of the idea to the creation/constitution of the enterprise:

- Financial support: giving the entrepreneur financial conditions to devote himself exclusively to the project;
- Training support: giving the entrepreneur the tools to develop new competencies, share experiences, meet other entrepreneurs, create a network of important contacts;
- A testing experience: of the projects, of the entrepreneurs.

More information about the Strategic Plan Impulso Jovem in <http://www.impulsojovempportugal.pt/>

4.7 Jonathan Jelves, Treasurer of Erasmus Student Network, Belgium

Jonathan Jelves focused on mobility and introduced how the Erasmus Student Network (ESN) promotes youth mobility through the modernization of education, the international integration and youth empowerment.

Young people who study or train abroad not only gain knowledge in specific disciplines, but also strengthen key transversal skills which are highly valued by employers. ESN carried out a survey in autumn 2014 to 80 000 respondents including students and businesses on the impact of the European Union's Erasmus student exchange programme. Conclusions of the study shows that graduates with international experience fare much better on the job market. They are half as likely to experience long-term unemployment compared with those who have not studied or trained abroad. The study also shows that, five years after graduation, young people with international experience have an unemployment rate 23% lower.

More information about the Erasmus Student Network in this [link](#).

4.8 Countries case studies

Italy, Croatia, Poland, Romania and Serbia presented an overview of youth unemployment (over 20% rate in all cases) and entrepreneurship in their countries.

Some of the common barriers are: weak contract enforcement and business invoices payment delays, burdensome quasi-fiscal charges, high payroll taxes, lack of commercial credit, structural problems of subsidized funding schemes for entrepreneurs, lack of support from the older generation, lack of good role models and examples for youth, insufficient business training programs, lack of entrepreneurship and entrepreneurial mindset teaching in schools and lack of aggregated and youth friendly information on entrepreneurship.

Some of the actions suggested to enhance networking through the European Youth Card: facilitate friendly information related to employability, engage young people to workplaces and encourage youth citizenship and self-initiative through the European Youth Card in different economic sectors.

4.9 Mário Mouraz, Portuguese young entrepreneur, Portugal

Mário Mouraz is a Portuguese young entrepreneur that explained his own experience developing different start-ups. He has been supported through the Portuguese project *Rede de Percepção e Gestão de Negócios* (RPGN, Network for identifying and Managing Business in English) to develop his business idea.



Mário Mouraz explaining the connection between entrepreneurship and mobility.

Mário Mouraz tips to start developing your own business:

- You cannot build your own business alone
- Build something meaningful together with a team that you get along well
- Create a clear VISION for your startup and make sure you share the vision of your project. So people know why they are working there.
- Plan, plan, plan... Do your model business canvas, validate your idea, and design your roll up plan. 20% of your time should go to planning.
- Execute, follow your dreams but make them happen, they should pass from your paper to reality. Pass your ideas to reality.
- Fail, learn, fail, learn, fail, learn... do NOT give up
- Don't wait for the right moment, act NOW!

Some of the obstacles found to set up a business:

- Recruiting people to create your team
- Financial barriers (RPGN support Mário Mouraz with Horizont 2020 scholarship)

Guests and experts of the symposium, highlighted the importance of being mobile to be more employable and entrepreneurial and Mario is the perfect example: he finished his studies on business management in Barcelona, went to live and work in the touristic sector in Peru and London, and moved to Iran and Burkina Faso, where he was teaching in two different universities. These experiences helped him to develop his start-up company based on tourism. After two attempts, Mouraz has launched his third app, Climber. Discover more about [Climber](#) and [Aiesec](#).

4.10 Jacques Spelkens, Head of Territorial and CSR Networks Development, GDF-Suez, France

Jacques Spelkens focused on what skills and competences young people need in order to be competitive in nowadays labour market.

GDF-Suez (now ENGIE) is a global energy company that employs 170.000 people across the world. Surprisingly, they currently have 6000 vacancies in Europe that are unable to fulfil due to the lack of required competences among people. [GDF-Suez](#) has developed a recruitment process focused on behaviour and perceived potential.

Top of European economic problems that need to be tackled, according to Spelkens:

- Disconnection between the needs of companies and profiles that are offered by Universities, High schools (educational system);
- Unemployment rate;
- Demographic changes - about troubles Baby Boom² → Pappy Boom³;
- People leaving the companies will not be able to pass on their knowledge to the new comers - need to develop some tool to pass this knowledge to new generations to let them continue working: REVERSE MENTORING PROCESS: old ones teach young and vice versa.

Basic skills needed in young people for future jobs:

- Open-mindedness: to be tolerant to other people and situations. A person who listens is interested and opened to exchanges with other people;
- Flexibility: ability to adapt your competences along your career in the company;
- Adaptability: able to adapt to everyday situation in a changing environment
- Mobility: physically and mentally mobile;
- Responsibility: hierarchy is gradually diminishing. Everybody needs to take responsibility towards your colleagues, society, environment...
- Diversity: ability to work with different people. Companies recruit people for their skills, not their origin;
- Languages: ability to learn new languages and ways of communication (body language, ...);
- Learnability: ability to learn from everyone around you. Non-stop learning.
- Team work: ability to work together with other people;
- Daring: going and thinking out of the box. Not repeating what has been done in the past, be creative taking reasonable risks;
- Autonomy: ability to work on your own while working with your team;
- Anticipation: there is a constant change in society, employees need to see what the world will be in the next few weeks, months, years;
- Entrepreneurship: initiative to develop your own business idea;
- 'Intrepreneurship': to develop your idea within the company;
- Interconnectivity: projects must be connected with each other's;

In summary, economical world is in continuous change. Companies are not the same and they look for motivational skills in employees. Everything happens into a framework called Multi-stakeholder: time is finished when people say that they can

²'Baby Boom' is any period marked by a greatly increased at birth rate.

³'Pappy Boom' is a demographic phenomenon that describes the increase of number of retirees in developed countries between 2000 and 2020.

do everything on their own. NO! People have to understand that they need to work with others to make things happen.

Listen to Jacques Spelkens [here](#).

5. Barriers identified to access the labor market

Young Innovators identified the following barriers to access the labor market and to develop a start-up:

- **Investment and financial conditions:** Lack of start-up capital investment. Unfavourable financing conditions, including, high payroll taxes.
- **Administrative barriers:** Complicated administrative procedures for starting a business
- **Skills:** Lack of work experience, demanded competences to access the labour market and, soft competences
- **Educational system and labour market:** There is an unsatisfactory cooperation between the educational system and the business sector. Also, there is a lack of entrepreneurship and entrepreneurial mind-set teaching in schools.
- **Support and facilities:** Difficulties on finding a job abroad and moving to another city. Also, there is a lack of youth friendly information on entrepreneurship, professional system consulting for youth and business training programs and a lack of good role models and examples for young people.

6. How youth cards can create opportunities for young people to be more employable and entrepreneurial

Young Innovators identified several European Youth Card-related services to enhance opportunities for young people to being more employable and entrepreneurial:

Information

- EYCA provides information about seminars, courses and training sessions
- Share information about job opportunities
- Providing career counseling for young people
- Promotion of entrepreneurial projects

Trainings and education

- Give discounts for language courses
- Training programme for entrepreneurs

Networking

- Employers are connected and informed about the skills of European youth cardholders
- Provide international networking opportunities
- Connecting young people with investors
- EYCA to connect to governments and institutions
- EYCA to build connections between European youth cardholders

Mobility

- Travelling and meeting people, get new contacts and gain new experiences

- EYCA could promote “study&travel” for young people in order to improve their skills and also for them to meet new people and places

Entrepreneurship

- EYCA to develop a start-up programme
- Business Plan competitions
- Create a Business angels fund

New programmes using new technologies

- Rewarding system for young people to gain new skills
- Simulation games to show how businesses work

7. National Action Plans for the Mobility in the Mind Project

Planning and designing the National Action plans was one of the main objectives of the Symposium. The five EYCA member organisations co-leading the *Mobility in the Mind* project, worked separately with their EYCA Young Innovators and partners to shape a specific action plan considering their national context and needs.

The National Action Plans created a national framework for the project and provide support to Young Innovators to develop their entrepreneurial idea.

Participants drafted their national action plan following a practical action planning tool introduced by EYCA focused on:

IMPACT - What overall impact you want to achieve?

OUTCOMES - What concrete results you will have?

ACTIVITIES - What activities you need to undertake?

These are the results from each of the delegations:

7.1. Croatia - Tourism and hospitality sector

- **IMPACT:** To increase competitiveness of Croatian tourism;
- **ACTIVITIES:** To adapt hostel facilities and to fit needs of young active travelers, to establish e-social network (EYCA) and to promote active travelling in a youthful style and to make travelling easier through EYCA bracelet in order to connect people;
- **OUTPUTS:** To provide young people with easier access to active vacation, to create job opportunities for young people, to increase public awareness about the importance of tourism of youth development market differentiation and increase market visibility of youth hostels.

7.2. Italy - Green initiatives sector

- **IMPACT:** To connect students with green jobs and improve young people’s capacity to design their own future. To make trainings for teachers and motivational meetings with students;
- **ACTIVITIES AND OUTPUTS:** Development of business plans of Young Innovators, communication strategy (using social media and EYCA channels), to make five seminars on green jobs and two-day national seminars on soft skills and meetings to connect enterprises and start-ups.

7.3. Poland - Communication and digital technology sector

- **IMPACT:** Improvement of youth mobility, activeness and entrepreneurship, increasing employability through achieving national recognition;
- **ACTIVITIES:** Development of web-based platform, two mobile apps with informal meeting zones and with facilities to improve urban mobility, and competences passport platform;
- **OUTPUT:** Integrate four new services into the EYC in Poland.

7.4. Romania - Cultural industries sector

- **IMPACT:** Promotion of cultural initiatives in best Romanian high-schools;
- **ACTIVITIES:** Seminars and trainings, job shadowing, partnerships, workshops and communication;
- **OUTPUTS:** Generate a template to develop four business plans and a



final report.

Barbara Moś, Polish Young Innovator, presenting the Polish National Action Plan

7.5. Serbia - Social enterprises sector

- **IMPACT:** To create a programme to empower young entrepreneurs through the European Youth Card;
- **ACTIVITIES:** Trainings and mentoring sessions for 10 people (max.) and generation of tools for support and promotion of ideas;
- **OUTPUTS:** Positive influence on youth, new services provided through the European Youth Card, transfer of knowledge and empower young participants.

8. Summary

- 8.1. Mobility in the Mind is a project design to combat the current high youth unemployment rate in Europe. The project is aligned with EYCA's mission to deliver quality European Youth Card services to stimulate young people to be socially, culturally, educationally and economically more active. card-related services to create better opportunities for young people.
- 8.2. The Symposium was organized by EYCA and EYCA organization in Portugal (*Movijovem*). It gathered around 20 young entrepreneurs (also called Young Innovators) between 18 and 30 years old from six different countries, EYCA member organisations and stakeholders from business and public sector in order to:
 - Give and overview of youth unemployment in Europe;
 - Identify the role of European Youth Cards in supporting employability and entrepreneurship for young people in Europe;
 - Design five specific National Action plans to support EYCA Young Innovators to develop their business plans in five economic sectors;
 - Agree an overall framework for the work plan for the project.
- 8.3. Young entrepreneurs' selection process was public, through open calls. Applicants were asked to submit their resume and cover letter explaining their business idea, motivations, expectations and commitment for the project.
- 8.4. During the Symposium, Young Innovators identified card-related services to help young people become more employable and entrepreneurial such us: professional trainings, business competitions, online platforms with quality information and activities to design your own business plans; networking events, etc.
- 8.5. EYCA member organisations identified different activities (to be included in their national action plans) to generate knowledge and support their young entrepreneurs to develop their business plans: seminars, trainings, job shadowing, workshops and networking, etc.

9. Conclusions

- 9.1. Statistics confirm that mobility has an impact on young people's access to learning and working opportunities.
- 9.2. Recognition of soft skills and support of non-formal education programmes such as European Voluntary Service - European Commission Programme that EYCA currently supports- have a big influence on young people to develop key transversal skills. Key transversal skills are fundamental to facilitate young people's access to the labor market. Research proves that learning mobility provides young people with these key transversal skills that are highly appreciated by employers when hiring new professionals.
- 9.3. The labor market is becoming evermore challenging on account of several factors, including the current economic crisis in Europe, the aging population, the growing competitiveness of emerging economies, etc. In this context, the new generation of workers needs to develop new skills and competences and dedicate themselves to lifelong learning and development.
- 9.4. Public policies about self-employment and entrepreneurship have a positive effect on combating the rise of youth unemployment. A successful case is the Portuguese programme *Strategic Plan Impulso Jovem*, that among others actions, provides financial support to entrepreneurs to exclusively focus in their project.
- 9.5. The main barriers for young people to access the labor market identified are: administrative and financial, lack of experience and recognition of non-formal education skills, deficit of information and role models and, disconnection between labor market and educational system.
- 9.6. Next steps. After the Symposium, the five EYCA member organization co-leading the project will:
 - Organize a two-day national seminar on specific economic sectors to promote employability and entrepreneurship;
 - Together with EYCA, enhance efforts to connect Young Innovators with experts, partners and stakeholders in order to support their ideas and develop their business plans;
 - Together with EYCA, develop a common internal and external communication strategy to promote the Mobility in the Mind project.

10. Annexes

Annex I: Participants List

	Participant	Organisation	Country
1	Pavel E. Stan	Asociatia EURO<26 Romania	Romania
2	Ilie Vasile	Asociatia EURO<26 Romania	Romania
3	Raluca Patrinishi	Asociatia EURO<26 Romania	Romania
4	Luca Andrei Stoica	Asociatia EURO<26 Romania	Romania
5	Mugurel Stan	Asociatia EURO<26 Romania	Romania
6	Anisoara-Alina Taturuga	SuperCard	Romania
7	Darja Čoko	Evropski omladinski centar	Serbia
8	Dragana Adžančić	Evropski omladinski centar	Serbia
9	Senad Dizdarevic	Evropski omladinski centar	Serbia
10	Aleksa Zivkovic	Evropski omladinski centar	Serbia
11	Jovana Karalić	Youth center AUCTUS	Bosnia and Herzegovina
12	Marilea Pudar	Evropski omladinski centar	Serbia
13	Pavle Krivokuca	Impact Hub Belgrade	Serbia
14	Lucija Marković	Croatian Youth Hostel Association	Croatia
15	Lana Račić	Croatian Youth Hostel Association	Croatia
16	Marina Gadze	Croatian Youth Hostel Association	Croatia
17	Mak Martinović	Croatian Youth Hostel Association	Croatia
18	Darija Matić	Croatian Youth Hostel Association	Croatia
19	Damir Krešić	Institute for Tourism	Croatia
20	Tytus Tschuk	Polish Youth Projects Association	Poland
21	Bartosz Iwanczyk	Polish Youth Projects Association	Poland
22	Natalia Debniak	Polish Youth Projects Association	Poland
23	Barbara Moś	Polish Youth Projects Association	Poland
24	Karolina Ossowska	Polish Youth Projects Association	Poland
25	Wojciech Krzyzak	Lufthansa Systems Poland	Poland
26	Maria Chiara Bertini	Centro Turistico Studentesco e Giovanile	Italy
27	Federica Bertini	Centro Turistico Studentesco e Giovanile	Italy
28	Angela Dato	Centro Turistico Studentesco e Giovanile	Italy
29	Micaela Solinas	Centro Turistico Studentesco e Giovanile	Italy
30	Jarkko Lehikoinen	European Youth Card Association	Finland

31	Manel Sánchez	European Youth Card Association	Belgium
32	Lara Vegas	European Youth Card Association	Belgium
33	Kristiina Ling	European Youth Card Association	Belgium
34	Miquel Guijalba	European Youth Card Association	Belgium
35	Carlos Nunes	Movijovem	Portugal
36	José Sousa	Movijovem	Portugal
37	Jonathan Jelves	Erasmus Student Network	Belgium
38	Jacques Spelkens	GDF Suez	Belgium /France
39	José Baptista	National Agency for the Erasmus+	Portugal
40	José Pedro Castro	Institute for Sports and Youth	Portugal
41	Mário Mouraz	Institute for Sports and Youth	Portugal
42	Andrei Nicolenco	Ministry of Youth and Sport	Republic of Moldova
43	David Hayrapetyan	Ministry of Sport and Youth Affairs	Armenia
44	Branka Malesevic	Ministry of Family, Youth and Sport	Bosnia and Herzegovina
45	Janne Lindström	Advisory Council on Youth of the Council of Europe	Finland
46	Nataljia Turenne	Council of Europe	France
47	Adela Čujko	Ministry of Social Policy and Youth	Croatia
48	Gazela Pudar	Evropski omladinski centar	Serbia

Annex 2: Symposium Programme

WEDNESDAY 18 MARCH MAPPING THE SITUATION IN EUROPE	
Time	
09.15-11.00	<p>Session 1 Opening of the Symposium “Mobility in the Mind: Creating New Routes to Employment”</p> <ul style="list-style-type: none"> • Opening words by Jarkko Lehtikoinen - EYCA President • Welcome words by the representative of the host Ricardo Araujo President of Movijovem • Council of Europe Partial Agreement on Youth Mobility through the Youth Cards, Natalja Turenne • Manel Sanchez, EYCA Director
11.00-11.30	Break
11.30-13.30	<p>Session 2 Perspectives on employment and entrepreneurship Mapping the situation in Europe. Guest speakers:</p> <ul style="list-style-type: none"> • Erasmus + supporting young peoples skills and competences for employability, Dr. José Baptista, National Agency for the Erasmus+ Programme in Portugal • Role of Entrepreneurship in Solving Youth Unemployment. José Pedro Melo e Castro, Department of Youth, Portuguese Institute for Sports and Youth. • Impact of youth mobility on employability - Jonathan Jelves, Treasurer of Erasmus Student Network <p>EYCA members’ overview and case studies:</p> <ul style="list-style-type: none"> • Green initiatives - Italy • Tourism and hospitality - Croatia • Communications & digital technology - Poland • Cultural industries, Romania • Social enterprise, Serbia
13.30-15.00	Lunch
15.00-16.30	<p>Session 3 Continue with EYCA members’ overview and case studies</p>
16.30-17.00	Break
17.00-18.30	<p>Session 4 How European Youth Cards can create opportunities for young people to be more employable and entrepreneurial? Plenary discussion.</p>
18.30-19.00	Recap / practical info

THURSDAY 19 MARCH	
DESIGNING THE NATIONAL ACTION PLANS	
Time	
09.15-11.00	Session 5 <ul style="list-style-type: none"> • Presentation – Young Entrepreneur from Portugal presenting his story. • Workshops for designing the National Action Plans for Mobility in the Mind Project
11.00-11.30	Break (integrated into the Workshop)
11.30-13.30	Session 6 Workshop continues
13.30-15.00	Lunch
15.00-16.30	Session 7 Workshop continues
16.30-17.00	Break (integrated into the Workshop)
17.00-18.30	Session 8 Presentation of the five National Action Plans for Mobility in the Mind
18.30-19.00	Recap / practical info

FRIDAY 20 MARCH	
SHARING THE NATIONAL ACTION PLANS AND NEXT STEPS	
Time	
09.15-11.00	Session 9 <ul style="list-style-type: none"> • Feedback to National Action Plans • Employers' perspective on youth unemployment "Skills for Europe's Future". Guest speaker: Jacques Spelkens , GDF -Suez, Head of Territorial and CSR Networks Development
11.30-11.45	Break
11.45-13.30	Session 10 <ul style="list-style-type: none"> • Achievements of the Symposium • Agreeing next steps • EYCA Young Innovators Ceremony
13.30-15.00	Lunch
16.00	Departures