

400+Future

400+Zukunft

Date of creation

2003

Description

400+Future is a local programme which offers a holistic low threshold approach to tackle the needs of young people who are “hard to reach”, who have little education and have difficulties to reach the labour market. The majority of the participants did not have a successful experience in entering the labour market before they enter 400+Future, specifically the labour market transition programmes of the Employment Agency or the local Job Centre. Therefore, the main aim is to find the best possible opportunity for them to help them stabilise their personal lives and enter education and vocational training in the near future.

The programme is considered to be the flagship programme of the City of Stuttgart offering help to NEETs. It is tailored to the needs and individual characteristics of the young people and the specific barriers which they need to overcome. Different modules provide the possibility of personal development, vocational training, counselling and support for the transition into further education and the labour market. Early school leavers have the opportunity to complete their certificate if they wish (lower secondary education). Participants receive remuneration of at maximum EUR 400 in order to motivate them to complete the programme. 400+ Future is implemented by five different community-based organisations with long-standing experience as service providers in the field of youth welfare services. Participation in the programme is restricted to 12 months initially, with a potential subsequent extension for another 6 months. Should a participant who shows good progress after this period still need an extra bit of support, he or she will be given the opportunity to extend for another six months subject to justification.

Beneficiaries

-  **NEETs in recent search**
-  **NEETs in long-term search**
-  **Unavailable due to family responsibilities**
-  **Unavailable due to illness or disability**
-  **Discouraged and disengaged young people**

Young people under 27 years who already dropped out from VET and/or other labour market transition programmes.

More specifically:

- This programme targets every young person who:
 - Is between 16 and 27 years old
 - Is living in Stuttgart
 - Is with or without a school-leaving certificate
 - Is with or without a secure residence status
 - Needs support to develop his/her education and job prospects
 - Has no trainee position, employment or school place and
 - Is not yet in the position to enter any other mainstream service programme, specifically the regular labour market transition programme

related to the legal framework of SGB II or SGB III.

- Young people with complex needs (e.g. health issues, in poverty, with caring responsibilities)
- Learners at transition points and/or uncertain about career aspirations
- Learners who lack employability skills
- Learners with low self-confidence and self-esteem
- Vulnerable groups
- Migrants/Refugees

Countries

 Germany

Level of implementation / Scope

 Local level

Stage of implementation

Since 2003

Aims of policy/initiative

Most of the participants in the programme face a variety of severe and complex problems and therefore need an integrated holistic approach to help them reach their main objective: to gain confidence in their future, lead an independent life and find the best fitting path in education and vocational training.

Features and types of activities implemented

The key feature of the programme in comparison with others is its low threshold and the tailor-made approach. Participants may enter the programme at all times of the year. The programme is well known by all actors in the field, which helps to swiftly refer young NEETs to it. Young NEETs experience often for the first time in their lives high appreciation for who they are as a person. In addition, they learn that regular attendance in the programme and showing responsibility is worthwhile and can help them achieve good results.

The key components of individualised support include:

- an individualised needs assessment,
- activities to raise motivation and increase self-esteem and self-awareness,
- training on core employability skills
- counselling and guidance to address living and family problems
- referral and accompaniment to social services in the area of health, social and psychological assistance
- help finding pathways into further education, traineeship, the labour market or other mainstream labour market related transition programmes.

Resources

The programme is being financed out of the municipal budget (around EUR 1 400 000 per year). Currently one of the youth welfare service providers runs a sub-project of 400+ Future ("Reissleine") with co-funding by the European Social Fund with the objective to target young people who are extra "hard to reach".

Evaluation of the measure

Not available yet.

Evidence of effectiveness of the measure

In 2019, 100 participants completed the programme. 13% of them started an apprenticeship. 40% entered one of the regular mainstream transition programmes, went back to school, or entered employment. Very few moved to another city/country. 47% dropped out without an immediate perspective. 400+ Future is considered to be effective because more than half of the participants manage to complete the programme with a positive result, which is a very good rate compared to other programmes working with NEETs.

Success factors

The most important component of the programme is the individualised support which is vital for young NEETs and their success in the programme. Stuttgart had in the past years (before COVID-19) a very low unemployment rate of young people (2.8%) owing to a thriving economy. Therefore, nearly all school leavers had a good chance of finding the right opportunity in the education and vocational field or the labour market. This initiative addresses young people who did not manage this transition successfully. They can be characterised as those with multiple severe and complex problems that need to be tackled first and foremost. Furthermore, 400+ Future offers skills training and practical experience in various vocational fields. Participants are empowered to develop a personal and professional perspective for their lives, while the remuneration they receive helps to address poverty issues and motivates them to participate successfully in the programme.

Contact details for further information

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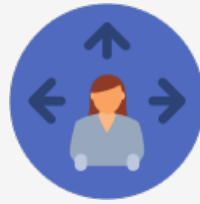
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Related intervention approaches



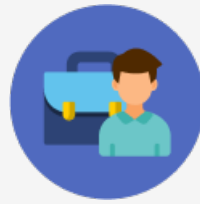
Outreach



**Lifelong guidance:
supporting NEETs to
manage their careers**



Skills development



Easing transitions into work



**Flexible and permeable
education and training
systems**

Related risk factors



Low education level

Migratory background



Discouragement

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