

# REOPEN

## Next Generation Workforce – Empowering Young People for Improved Employment

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University of Latvia (UL)  
& the REOPEN project partners/ teams**

**PEEX Seminar (hybrid), 22 April 2025**

# Next Generation Workforce – Empowering Young People for Improved Employment

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Central Baltic Programme

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## The Fourth Round of Calls Concludes with 43 Projects Approved for Funding

After receiving 72 project proposals for the final round of the Fourth Call, the Monitoring Committee approved 43 for funding. Of these 43 approved projects, 29 are regular and 14 are small. Below is the list of project acronyms approved for funding, sorted by the corresponding call (regular, targeted, and small) and Programme Objectives. List...

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## The Fourth Round of Calls Concludes with 43 Projects Approved for Funding

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Of these 43 approved projects, 29 are regular and 14 are small. Below is the list of project acronyms approved for funding, sorted by the corresponding call (regular, targeted, and small) and Programme Objectives.

List of projects approved (click to open below):

Targeted Regular Projects – APPROVED

Regular Projects – APPROVED

Small Projects – APPROVED

Regular Projects – APPROVED

PO1 More exports by SMEs

- BALT-FIN-CIDER
- ICC
- Leap4Growth
- SMEEE

PO2 More new scaled-up growth companies

- BeScaled
- GSAI
- Scale up together!
- Time 2 Scale

PO3 Joint circular economy solutions

- ReNuW-Hubs
- Waste to Value

PO4 Improved coastal and marine environment

- BalticPFASResolve
- CargoRes

PO5 Decreased CO2 emissions

- InterMod

PO6 Improved employment opportunities on labour market

- REOPEN

PO7 Improved public services and solutions for the citizens

- none

Source: snapshots from the Interreg programme website

1<sup>st</sup> stage: pre-proposal, subm. on **30 Apr 2024**  
2<sup>nd</sup> stage: full proposal, subm. on **31 Oct 2024**  
Decision announced on **28 Feb 2025**



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# Next Generation Workforce – Empowering Young People for Improved Employment

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## Consortium/ Partners:

**Funding:** 1.2 MEuro (by Interreg Central Baltic Programme)

**Duration:** 30 months (starting 1 June 2025)



**UL** - University of Latvia (Riga, Latvia)

[www.lu.lv](http://www.lu.lv)



**UH** - University of Helsinki (Helsinki, Finland)

[www.helsinki.fi](http://www.helsinki.fi)



**IBS** - Institute of Baltic Studies (Tartu, Estonia)

[www.ibs.ee](http://www.ibs.ee)



**LCCI** - Latvian Chamber of Commerce and Industry (Riga, Latvia)

[www.ltrk.lv](http://www.ltrk.lv)



**SEE** - Social Enterprise Estonia (Tallinn, Estonia)

[www.sev.ee](http://www.sev.ee)



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# Current Situation & Project Main Aim

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**Challenges : Youth Unemployment** is still quite high in EU (14.8%)

& Central Baltic Region in:

- Finland – 23,2% (or 146k unemployed young people, YP),
- Latvia – 13,4% (or 9k),
- Estonia – 18% (or 6k).

There is a considerable **labor market slack** (employment supply & demand mismatch) in this area in age 15–74 (Eurostat, Feb 2024):

- Finland – 14-15% (or 146k unemployed young people, YP),
- Latvia – 10-11%
- Estonia – 10-11%

**REOPEN project main aim:**

**to create a very practical joint cross-border solution for these challenges  
– to decrease mismatch between the employment supply and demand –**

- *by well-designed education /training in collaboration with employers,*
- *by expanding cross-border collaboration to diversify the skills and needs match opportunities, &*
- *by lowering the barriers to enter the labor market for YP.*



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## WP1:

*Joint targeted upskilling training for young people (YP)*



## WP2:

*Smart internships for improved employment opportunities for YP*



**To train 300 young people (YP) from Estonia, Latvia and Finland in soft skills, digital competencies, green skills and industry-specific knowledge to boost their competitiveness in the labor market.**

**For achieving the WP1's SpObj:**

- To implement an outreach campaign, engaging at least 300 YP & 15 SMEs/organizations across various industry sectors;
- To identify existing workforce skill gaps and align them with YP training needs;
- To design and deliver a comprehensive upskilling training program in 3 Modules.

**Upon successful completion of each Module:**

YP will receive a Training Certificate (each 20 academic hours, 1 ECTS), certifying their qualification.

**REOPEN's target:**

50% improvement in YP competency levels through pre- and post-training self-assessments & at least, 75% positive feedback on training relevance and effectiveness.

**REOPEN will help** YP to reduce their skills gaps and enhance their adaptability to a rapidly changing labor market.



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## A1.1: Youth training needs assessment and participants' enrollment (lead by UL)



### Campaign for youth



D1.1.1. Outreach campaign strategy and materials targeting young people

D.1.1.2. Project webpage

## A1.2: SMEs needs' assessment and SMEs' enrollment (lead by LCCI)



### Campaign for SMEs/ organizations



D1.2.1. Outreach campaign strategy and materials targeting SMEs/organizations



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# WP1 Activities & Deliverables (continued)

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## A1.3 - Training program **Module 1** design, rollout and delivery (lead by UL)



### **“Soft skills and competences in 21st century labor market”**

*(key topics - career development, work ethics, cross-cultural competences, leadership, design thinking and creativity, critical thinking, further education, financial literacy, time planning, motivation, adaptation skills, employment supply and demand across borders, etc.).*



### D1.3.1. Training module 1 (description, materials, evaluation, 1 ECTS certificates)

## A1.4: Training program **Module 2** design, rollout and delivery (lead by UH)



### **“Digital and green skills for labor market”**

*(key topics - digital and remote work skills, communication and collaboration tools, search info online, data management, elaboration of digital content, deployment of innovative AI technologies, simulated internship experiences and problem-solving exercises, as well as green skill as knowledge, abilities, values and attitudes needed to live in, develop and support a sustainable and resource-efficient society).*



### D1.4.1. Training module 2 (description, materials, evaluation, 1 ECTS certificates)

## A1.5: Training program **Module 3** design, rollout and delivery (lead by LCCI)



### **“Internship onboarding training”**

*(key topics – specific field-related courses, delivered in smaller mixed groups, according to their field of specialization for the internship, industry specific skills, skills matching map of YP & SMEs ).*



### D1.5.1. Training module 3 (description, materials, evaluation, 1 ECTS certificates)



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### A1.6: Training assessment report (lead by IBS)

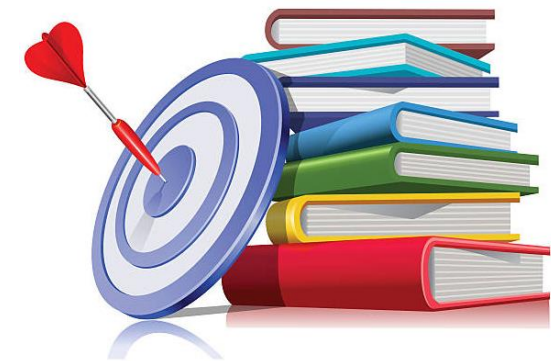


#### D.1.6.1. Training assessment report

*(evaluation tools, datasets, qualitative and quantitative analysis of the data with pros and cons, strengths and areas for training improvement)*

## OUTPUT 1.1: Upscaling Training Program for YP

REOPEN **upskilling training program** is a targeted **cross-border lifelong learning initiative**, co-designed by REOPEN Partners and structured in **3 modules (20 academic hours, 1 ETCS each)**, covering such key topics as **soft, digital, green and industry specific skills**, developed based on labor market demand and **YP competences** necessary to improve their employability. At least **300 YP** will receive **certificates** for successful completion of the training Program.



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**To offer YP from Estonia, Latvia and Finland hands-on work experience in a professional setting for practical application of the competencies acquired during the training by implementing 150 smart internships for YP.**

### **For achieving the WP2's SpObj:**

- To develop a comprehensive internship program designed to be accessible for YP from diverse backgrounds while aligning with SMEs /organizations' needs in the labor market;
- To prepare and support at least 15 employers for hosting smart internships for 150 YP who will be enrolled from the training program;
- To organize 75 cross-border and 75 local internships (1-2 months) during the program.

### **Based on the program results:**

recommendations for policymakers on best practices in YP employment strategies will be developed.

### **REOPEN's target:**

At least, 75% positive feedback from both YP and employers regarding the internship experience.

**REOPEN will have** positive impact to YP to achieve work affiliations after completing the internship.



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### A2.1: Development of **smart internship scheme** & related **procedures, documents** (lead by UL)



**D2.2.1.** Smart internship program concept  
(description, framework, templates, guidelines, assessment tools)



### A2.2: Internship **orientation training** & **handbook** for SMEs/organizations and mentors (lead by LCCI)



**D2.2.1.** Internship orientation training as online seminar  
(agenda, methods, video-recording for employers)

**D2.2.2.** Internship orientation handbook for SMEs and mentors  
(practical handbook for employers and mentors for implementation of the developed internship program).



### A2.3: Internship **placement** & program **implementation** (lead by UL)



**D2.3.1.** Internship placement and program results  
(150 internship agreements signed and certificates issued, evaluation/feedback on implemented internships).



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**A2.4: Experience exchange and networking event (lead by SEE)** 

**D2.4.1.** Publication about experience exchange and networking event

*(summary 3-day-long event as part of largest sustainability festival in the Baltics and Nordics, "Impact Day")*



**A2.5: Evaluation report and recommendations (lead by IBS)**   
internship scheme and overall program evaluation, development of further recommendations

**D2.5.1.** Program evaluation report and policy recommendations

*(REOPEN's assessment and evaluation report of the whole project incl. outreach campaign, training and internships combined & recommendations for policy and legislative changes to improve access to labor market for YP)*



**A2.6: Guidelines for SMEs/ organizations (lead LCCI)** 

**D.2.6.1.** Guidelines for SMEs on providing smart internships

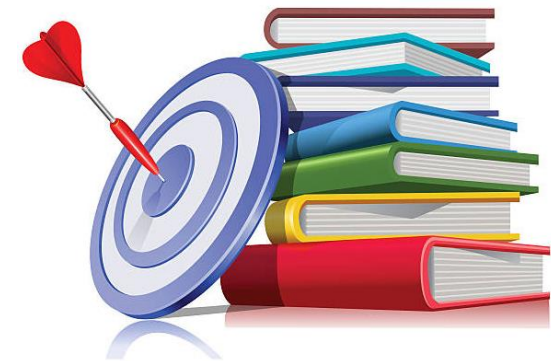
*(REOPEN's practical guidelines and recommendations for employers and mentors to participate in and implement smart internships successfully in the future)*



### OUTPUT 2.1: Smart Internship Program and Framework

REOPEN **comprehensive program framework** will be developed detailing the **goals, scope** and **structure** of an **internship scheme**, delivering a **training** and **handbook** for mentors and guidelines for SMEs/ organizations seeking to implement similar programs.

**Internship program of cross-border** and **local internships** in Latvia, Estonia and Finland will contribute to the program output indicator achieving **1-2 months work affiliations** for **150 YP** and providing them **recommendation letters, certificates** and **new qualification** gained.



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# Project TimeLine

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Project  
starts  
on  
1 Jun 2025

	M01-M06	M07-M12	M13-M18	M19-M24	M25-M30
	Period 1	Period 2	Period 3	Period 4	Period 5
<b>WP1 WP1: Joint targeted upskilling training ...</b>					
A1.1 YOUTH training needs assessment and...	D1.1.1				D1.1.2
A1.2 SMEs needs' assessment and SMEs' en...	D1.2.1				
A1.3 Training program Module 1 design, r...		D1.3.1			
A1.4 Training program Module 2 design, r...		D1.4.1			
A1.5 Training program Module 3 design, r...		D1.5.1			
A1.6 Training assessment report (activit...		D1.6.1			
PO6O3		O1.1			
<b>WP2 WP2: Smart internships for improved empl...</b>					
A2.1 Development of the smart internship...		D2.1.1			
A2.2 Internship orientation training and...			D2.2.1		
			D2.2.2		
A2.3 Internship placement and program im...				D2.3.1	
A2.4 Experience exchange and networking ...				D2.4.1	
A2.5 Evaluation report and recommendatio...					D2.5.1
A2.6 Guidelines for SMEs					D2.6.1
PO6O3					O2.1
<b>Result indicator</b>					
PO6R1		R1		R2	



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## Project Management Team (PMT):

consisting of a Project Manager (PM), a Project Communication Specialist (PCS) and Project Financial Manager (PFM), and Project Coordinators (PCs) from each Partner (LCCI, UH, IBS, SEE).

## Project Management Guidelines (PMG):

PMT will develop a detailing project management procedure, task distribution, workflow monitoring, and internal communication.

## PMT meetings:

monthly and online to discuss management and content updates.

**Kick-off** (Riga) & **Final** (Tallinn; during Impact Day festival) **meetings** will be in person.



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# Who Will Benefit from the Project?

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- General public
- Higher education institutions (HEIs) and research organisations
- Business support organisations
- Small- and medium- size enterprises
- National public authorities
- Interest groups including non-governmental organizations



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## ➤ ***HP1: Sustainable Development:***

Socially, ecologically, culturally, and economically sustainable development as a horizontal principle rules the project

## ➤ ***HP2: Equal Opportunities & Non-Discrimination:***

Project provides a safe, inclusive and respectful environment free from discrimination and harassment, and encouraging YP with less opportunities to find their career path and entrance into the labor market.

## ➤ ***HP3: Equality between Men & Women:***

Project concentrates on equal participation opportunities for both genders, applying gender-mainstreaming approach and/or a positive action approach.



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## *long-lasting effect on the Nordic-Baltic region and population*

### ➤ ***Ownership:***

Project outputs/deliverables will be joint property of all Partners & will be easily accessible, usable and adaptable for further use.

### ➤ ***Durability:***

Projects outputs/deliverables to be used by relevant groups (project Partners or others) also after the project lifetime.

### ➤ ***Transferability:***

Projects outputs/deliverables could be adapted or further developed to be used by other target groups or in other territories.



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- As the coordinator, we are actively **communicating with Interreg coordinator** for the REOPEN project to develop and finalize a more detailed project budget and outputs;
- Preparing the **Agreement to sign**;
- In process of **establishing the LU team**, who will be working on the project & it is also **task for all REOPEN Partners/ Teams**;
- Preparing guidelines and information regarding the REOPEN **kick-off-meeting**
- Expected date of **project start is 1 June 2025)**



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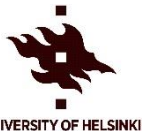
Thanks to all of the REOPEN Partners/ Teams for contribution to the presentation, and especially, to Univ of Helsinki.

Note: Illustrative material used on slides is from the Stock Images (collection of photos, figures) in the MS Power Point & snapshots from the Interreg programme web-site.

<https://interreg-baltic.eu/toolkit/comms-visibility>



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