

Career Bridge (“Karyera Körpüsü”)

Organisation(s):	The State Employment Agency under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan	
Country:	The Republic of Azerbaijan	
Contact:	policy@esn-eu.org	
Theme: Choose at least one option	☐ Ageing & Care ☐ Asylum & Migration ☒ Young People ☒ Support for Children & Families ☐ Community Care ☐ Integrated Care & Support ☐ Co-Production ☐ Disability ☐ Housing & Homelessness ☐ Artificial Intelligence ☐ Digitalisation ☐ Quality Care	☒ Labour Market Inclusion ☒ Social Inclusion ☐ Technology ☐ Workforce and Leadership ☐ Social Benefits ☐ EU Funding ☒ Social Service's Resilience ☐ Mental Health ☐ Person-Centred Care ☐ Research & Use of Evidence ☐ Management & Planning ☐ Other, please specify: Support to employability of children deprived of parental care
Principles of the European Pillar of Social Rights: Check the 20 principles here .	☒ 1. Education, training, life-long learning ☐ 2. Gender equality ☒ 3. Equal opportunities ☒ 4. Active support to employment ☒ 5. Secure and adaptable employment ☐ 6. Fair Wages ☐ 7. Transparent employment conditions ☐ 8. Social dialogue ☐ 9. Work-life balance ☐ 10. Healthy, safe work environment	☐ 11. Childcare and child support ☐ 12. Social protection ☐ 13. Unemployment benefits ☐ 14. Minimum income ☐ 15. Old age income and pensions ☐ 16. Health care ☐ 17. Inclusion of people with disabilities ☐ 18. Long-term care ☐ 19. Housing and assistance to homeless ☐ 20. Access to essential services
Current status of the practice:	☐ Concept and Design Phase ☐ Testing or pilot phase ☐ Temporary practice that has terminated ☐ Temporary practice that is ongoing and has a termination date ☒ Established and ongoing practice ☐ Scaling Up and Transformation Phase ☐ Other (please specify)	
Summary: Please summarise the practice in maximum 3 sentences. This will be the disclaimer of your	The State Employment Agency, with the support of the Social Services Agency, both of which operate under the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan has launched a project to enhance the labour market readiness and social integration of young people deprived of parental care, primarily targeting those aged 15–18. The project provides career guidance, soft skills training, vocational support, and innovative approaches such as a skills wallet and an engineering education laboratory to improve beneficiaries'	

<i>project on our website.</i>	employability and long-term career prospects. By engaging young people while they are still in upper secondary education, the project aims to strengthen career awareness, support informed educational and career choices, and facilitate a successful transition into the labour market.
<u>Context/ Social issues addressed</u> <i>Please explain the problem you attempt to solve with your practice.</i>	Young people leaving alternative care institutions who have been deprived of parental care often face significant barriers when entering the labour market. Compared with their peers, they are less competitive because they have limited access to career guidance, professional networks, and practical work experience. As a result, they frequently struggle to secure stable employment, experience uncertainty in their career choices, change occupations more often, and have lower job retention rates. Without targeted support in career planning, skills development, and post-employment mentoring, many remain at higher risk of unemployment, social exclusion, and long-term economic vulnerability. Young people leaving social service institutions (orphanages) often have limited access to technical training and career development opportunities, which restricts their employment prospects. As a result, they are more likely to enter low-skilled jobs in the service sector, while remaining underrepresented in engineering, technical, and other high-demand professions that require specialised knowledge and practical skills. This disparity limits their competitiveness in the labour market, reduces their earning potential, and constrains their long-term career development.
<u>Objectives:</u> <i>Please provide a maximum of three objectives in bullet points.</i>	1. Enhancing the readiness of beneficiaries of social service institutions (orphanage) for sustainable integration into the labour market and society by providing technical support in assessing their employability, developing individual career roadmaps and cultivating necessary vocational skills. 2. Supporting the beneficiaries through continuous professional and personal development programmes before and after employment. 3. Establishing sustainable support mechanisms for beneficiaries of social service institutions and improving their relevant infrastructure.
<u>Activities:</u> <i>Please describe the activities put in place to achieve the objectives (maximum 300 words).</i>	To achieve its objectives, the project has implemented the following activities: 1. Organised individual advisory and career counselling services to identify candidates' strengths and weaknesses, interests and abilities, and recommend potential professions in which they could succeed and develop professionally. 2. Organised a Career Bootcamp: Strengthened candidates' soft skills through dedicated training sessions, raised awareness of future job and career opportunities, and supported participants in developing career-readiness skills, such as preparing effective CVs and preparing for job interviews. The following activities are currently in progress: 1. Direct beneficiaries to vocational training programmes organised by the State Employment Agency: track their progress in vocational and higher education, refer those who do not successfully complete vocational training to alternative opportunities, and recommend suitable candidates to potential employers within the project. 2. Pilot the skills wallet approach and collect lessons learned to further improve it.

	- Trace their progress after employment and provide dedicated on-the-job training and soft skills training to give them a competitive advantage, support job retention, and create opportunities for career advancement. - Integrate the entire pipeline of the support system into the organisational structure of the State Employment Agency to provide sustainable support for the target group. - Develop a pilot project to support social service institutions (orphanages) with the necessary engineering education infrastructure (establishment of a robotechnical laboratory): The engineering laboratory will help develop future engineers and provide children with an environment that encourages interest in engineering. The laboratory will be furnished and equipped with the necessary curriculum, teaching and learning materials, and one year of outsourced trainer support.
Outcomes: <i>Please explain what the results were/are so far and how you evaluated this.</i>	The project started in April 2026. As of the end of July 2026, 57 project beneficiaries had participated in individual consultations organised by the Central Career Branch of the State Employment Agency. As a result, the project collected the necessary background information to develop individual career roadmaps. As a follow-up action, each beneficiary will receive individual career counselling. 24 beneficiaries attended the Career Bootcamp, where they strengthened their soft skills and increased their awareness of future job and career opportunities. Participants also developed skills in preparing effective CVs, learned what to expect during job interviews, and improved their preparedness for future interviews and entry into the labour market. Following the Career Bootcamp, all beneficiaries continue to have access to the Public Employment Agency's free employment support services. They receive information on available services, contact details for further assistance, and guidance on accessing vocational training programmes at vocational training centres, as well as other relevant employment opportunities and support measures. These services aim to support beneficiaries in taking practical steps towards employment and career development.
Funding Source	EU Funds: ESF+ ☐ INTERREG ☐ ERDF ☐ ERASMUS ☐ RRF ☐ other ☐ ☒ National Government Funds ☐ Regional Government Funds ☐ Local Government Funds ☐ Private Sponsorship / Public-Private Partnership ☐ Financial contribution of People using Services ☐ Other, please define:
Links to supporting documents: <i>e.g. website or report of the practice</i>	https://dma.gov.az/layiheler/sosial-layiheler/karyera-korpusu-layihesi-2026?hl=az https://dma.gov.az/media/xeberler/valideyn-himayesinden-mehrum-usaqlar-ucun-karyera-dusergesine-baslanib https://sxa.gov.az/media-sxa/xeberler/valideyn-himayesinden-mehrum-usaqlar-ucun-teskil-edilen-karyera-dusergesi-basa-catib
Comments and tips <i>i.e. for people willing to use your Practice</i>	Setting a more individual approach tailored to the capacity and strengths of the beneficiaries; In organising trainings, focusing on dynamic activity - based content delivery schemes;

	Guest speakers from different industries are extremely beneficial for the beneficiaries to understand the roles and their responsibilities in the specific industries.
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