

Active Labour Market Policies and Collaborative Leadership for Youth Employability in a Digital Society

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Abstract

This study examines the role of active labour market policies in addressing youth unemployment through innovative cooperation between education systems, businesses, and public institutions in the context of an increasingly complex and rapidly changing global environment. Framed within the broader themes of leadership, learning, and organisational adaptability, the paper analyses key European and national initiatives, including School-Work Alternation (SWA), apprenticeship programmes, the Youth Guarantee Programme, and the New Skills Fund, as strategic instruments for strengthening employability, lifelong learning, and workforce resilience. Particular attention is devoted to the importance of collaborative leadership and cross-sector partnerships in creating flexible learning ecosystems that equip young people with transversal competences, digital skills, career adaptability, and the capacity to navigate uncertain labour market conditions. The study also explores the acceleration of educational digitalisation following the COVID-19 pandemic, especially through investments linked to the National Digital School Plan (PNSD), highlighting how digital transformation is reshaping learning and professional development beyond traditional institutional boundaries. Based on data analysis and territorial investment assessment, the research evaluates the effectiveness of these policies in enhancing regional attractiveness, reducing youth emigration, and fostering sustainable socio-economic development. The findings underline that adaptive leadership, integrated learning models, and stronger synergies between education and work are essential for preparing future generations to manage continuous change and succeed in a dynamic global labour market.

Keywords: youth unemployment; active labour market policies; education-work transition; collaborative leadership; lifelong learning; digital skills; employability