

**PROJECT**

**“ENHANCING COMPETENCES TO MEET YOUNG'S NEEDS NEEDS”**

**Report on existing services within organisations involved and on the adoptable elements for NEETs from European best practices -I03-**

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## **1. AIMS AND ADOPTED METHODS OF RESEARCH**

The research activity linked to IO3 is in continuity with the transnational overview which the ECMYNN working group, with coordination by Lynx Territorio Sociale, has realized through IO2 report. Especially, the aim of this work concerned the identification of best practices that directly or indirectly involved the project partners, as well as the deepening of them in their own territories, when done by other subjects, both public and private ones.

That effort has been necessary to project effectively the learning activities to be done within the Greek workshop, from 16th to 20th of May 2016. All the collected materials in this report will furnish to professionals from ATOM a base of intervention that would take in account the acquired experiences of each partner in matter of NEETs, in order to identify a “common language”, through which will be possible to provide effective learning.

The present research on services directly or indirectly delivered from ECMYNN organisations and on developed best practices in partners’ contextes, was been processed starting from contributions of an “operators Panel” with experiences in the youth sector, as the target group of the whole IO3 activity.

The Panel is composed by adulthoods operating withing public or private institutions which, during professional or voluntary activities, work with people aged between 18 and 29 years.

Representatives from each partner organization have arranged to locate within its staff an "Operators Panel" to provide the required informations using specific data collection mode.

In line with plans, the A3 activity intended to achieve:

- A recognition on the used approaches and on services already provided by each organization
- An Overview on good practices globally developed and identification of the adoptable elements

Instead of the originally planned 2 focus, the panel was analyzed through the use of alternative OER instruments. In particular, the LYNX research team proceeded to the construction of specific data collection grids, discussed and appropriately shared with partners through web conference meetings, before being sent and made them fill from the " Operators Panel " and finally sent back

to researchers. As well as the structure of data collection grids, the information gathered were discussed and shared with the entire ECMYNN working group.

The in-depth discussion on the inputs and their subsequent validation with the "Operators Panel" have attributed to research a level of reliability not less than the original choice to use the Focus Group tool. The output of the task are shown below.

## **2. EXPERIENCE OF SERVICES RELATED TO NEET'S IN WHICH ECMYNN ORGANIZATIONS ARE INVOLVED DIRECTLY**

Between ECMYNN partners, Italian, Romanian and Polish have got a direct experience on management of specifically addressed to NEET target services.

### **SAN GIOVANNI TEATINO EXPERIENCE: SPORTELLO SANGIO'**

In San Giovanni Teatino, "Sportello Sangio'" works from 2012 aiming to informate and support young people to find a job. Sangio' is open three days a week, two hours per day, to support unemployed aged 15 and over, with a special focus on NEET people aged 15-29. The main themes of Sangio' are: work, professional training, study advisory, socio-cultural activities, free time.

Sangio' works to mediate between labour supply and demand, and concerns also the job placement of persons with disabilities. Main Sangio's activities are:

- Collection of potential young workers' Curriculum Vitae
- Pre-selection and constitution of a relevant database
- Promotion of matching between labour supply and demand.
- Professional advisory
- Projecting and supplying training for job placement. (including the apprenticeship's promotion)

Moreover, Sangio' in the last years activated agreements with Authorities, Universities, Schools and private companies to foster the job placement of young generations. By the way, since 2013 Sangio' subscribed an agreement with Adecco Srl to organize together events and share services to facilitate the work matching, other local companies are its partner for professional training activities or entrepreneurship training for Sangio' young members. All data collected by Sangio' are automatically sent to Ministerial "Clic Lavoro" platform.

Actually the service is managed by experts, such as occupational psychologist and IT skilled. All services are provided without any charge for the customers. Right now the effectiveness of service is not measured.

From the last monitoring of activities, in 2013, Sangiò has made:

- 71 visits in local companies with informative advisory.
- 57 matching activities; 40 of them ended with a signing contract;
- 280 curricula sent and as many matching between demand and supply of work
- 1810 analysis and c.v. drafting

In 2015 October, the total number of members amounts to 1541 as follows::

- 785 females
- 756 males
- 192 aged 15-24 y.o.
- 205 aged 25- 29 y.o.

#### **ROMANIAN PARTNER EXPERIENCE: SERVICES FROM ASCETIS**

ASCETIS is located in Neamt county and provides mainly three types of services:

- **Training courses:** in matter of Web design, computer literacy for disadvantage youngsters, foreign languages (English , French, Italian, Spanish), personal development.
- **Coaching guidance and counselling for NEETs:** with the aim to make them to go out from the NEET situation(to go to school, training activities or to find jobs) or for highschool students in terminal years in risk of failure in education in order to prevent their evolution into NEET persons.
- **Volunteering actions for protection of the local environment:** promotion of sustainable development concepts and specific ecological measures within rural and urban communities with a special emphasis on NEETs education.

Right now, ASCETIS is carryin' out directly **four services** to face the NEET condition. Two are linked to training course activity, one concerns the coaching guidance and one concerns the volunteering actions for protection of environment.

## **Training Service Nr.1: WEB DESIGN**

With a working group of 5 specialists in web design and IT, ASCETIS is delivering a training course of 1080 hours (30 hours/week), as a qualification training for level 5 in the job of web-design. It consist in 360 hours in theoretical preparation and 720 hours of practice in web-site buiding.

Beneficiaries are:

- Young people aged 18-29 , college graduates , unemployed and not enrolled in any form of education,
- Youngsters with low financial possibilities with low access to information and education that have temporary jobs but are at risk of become NEETs because of lack of counseling.
- Disabled youngsters

**The main scope of this training course is** developing education,offering training programs, guidance and counselling to youth and socially disadvantaged adults and to the trainers working with this categories of learners, generating work and giving the opportunity to share spendable knowledge in a strategical sector of labour market.

**The methods** ASCETIS is following are:

- supporting of socially disadvantaged NEETs anytime they need by offering them free access to computers, internet, printers, library ;
- offering for a very small tax or for free qualification tranings for the socially disadvantaged youngsters.
- tailoring the training curriculum to the NEETs needs, corelation between the curriculum the technical resources (computers and application programs), the learners level of understanding and the pedagogical methods in order to meet the NEETs needs and to have good results of the graduates.

The **efficiency** of service is measured by Graduation exams (with external commission) for the youngsters that benefit of trainings. 95% of trainees graduated the final exams. The graduation scores were between 8 and 10 for 98% of graduates.

Meanwhile the **effectiveness** of the service is measured by giving satisfaction questionnaires to be filled directly from the beneficiaries at the end of the courses. The analysis of questionnaires shows that the big part of youngsters is highly satisfied by the services they benefit.

The main competences developed to NEET learners at the end of training are:

1. Professional development

2. Interactive communication at the work-place
3. Working in a team
4. Application of quality proceeds
5. Application of rules for work health and security
6. Introduction of information and data in electronic format
7. Processing of information
8. Data validation
9. Security of data and documents
10. Using Peripheral Devices and use of peripheral specific equipment
11. Analyse of the webpage scope
12. Design the structure of web site
13. Image processing , creation of animation and flashes
14. Creation of prototypes
15. Website development
16. Testing the site
17. Publishing the site
19. Site maintenance.

After the last WEB design course, 2 of the NEETS participating to training found jobs thanks to what they learned.

### **Training Service nr.2: Initiation in Computer literacy**

To develop this service are involved 2 trainers specialists in IT. The course has a duration of 180 hours in total, 30 hours / Week.

The training consists of 60 hours of theoretical preparation and 120 hours of practical exercises for the use of the programs Word, Excel , Power Point, while beneficiaries are:

- Young people aged 18-29 , college graduates , unemployed and not enrolled in any form of education,
- Students in terminal years aged 17-19 years at risk of becoming NEETs because of school failure or school dumping.
- Youngsters with low financial possibilities with low access to information and education that have temporary jobs but are at risk of become NEETs because of lack of counseling.

- Disabled youngsters

The approaches of ASCETIS to attract NEET people to this training course are:

- Ensure free access to the technology,
- Small taxes to participate
- Teaching methods adaptation to different learning styles
- Practical exercises

As the previous training course (WEB design), the **efficiency** of this service is measured by graduation exams, with a very high rate of graduated at the end of the whole training activity.

Moreover, at the end of course, questionnaires are addressed to the beneficiaries for measuring the **effectiveness of the services** from the point of view of users' satisfaction. The questionnaires are anonymous. Analysing the applied questionnaires high rate of beneficiaries are satisfied by the services they benefit.

### **Service nr. 3: Counselling for attempting of trainings or for autodidact learning of foreign languages and language competences testing**

The counselling service is offered anyday, whenever the youngsters need it. A permanent local bureau is opened by volunteering work inside of Technical College Gheorghe Cartianu beteen 8 and 16 hour everyday. 14 volunteer counsellors are involved to support the youngsters.

The service is often offered by Internet by the highschool counsellors to their ex-students after graduation in order to help the highschool ex-students to find trainings or academic education or jobs function on their needs and aspirations.

Any youngster that needs guidance for attending a training course is guided .

A special suport is offered to the students that need to learn foreign languages in order to go at work in another European country.

Beneficiaries are:

- Young people aged 18-29, college graduates, unemployed and not enrolled in any form of education,
- Youngsters with low financial possibilities with low access to information and education that have temporary jobs but are at risk of become NEETs because of lack of counseling.
- Disabled youngsters

To carry on this service, ASCETIS ensures:



- Friendly approach between the youngster and the coach
- Equal chances for both genders, disabled persons , different ethnic groups
- Successful stories are always used
- The multiple intelligences (eneagram theory ) are taken into consideration, different methods are tailored to different needs and aspirations

Questionnaires are addressed to the beneficiaries for measuring the **effectiveness of the services** from the point of view of users' satisfaction, while there are not indicators or tools to measure the efficiency of the service.

All the youngsters who benefit of counselling went to trainings or found jobs in the next 6 months after counselling.

**Service nr. 4: Volunteering activities with a special emphasis on the reinsertion of NEET youngsters in education or work.**

4 youth volunteers are involved weekly, 2 hours/ day from Monday to Friday, to develop this action. Especially, volunteering actions are organized for protection of the local environment and local natural and cultural diversity, promotion of sustainable development concepts and specific ecological measures within rural and urban communities with a special emphasis on NEETs education. In addition, recently is started an action of popular costumes restauration: the volunteers are making research on the popular music and dances from the last centuries in Romania.

Beneficiaries are:

- Students in terminal years aged 17-19 years at risk of becoming NEETs because of school failure or school dumping.
- Youngsters with low financial possibilities with low access to information and education that have temporary jobs but are at risk of become NEETs because of lack of counseling.

ASCETIS is carryin'out this service by:

- Friendly approach between the youngster and the youth workers
- Equal chances for both genders, disabled persons , different ethnic groups
- Senneagram approach, using of talents and hobbies

No tools or indicators are used to measure both efficiency and effectiveness of this service.

## **POLISH PARTNER EXPERIENCE: SERVICES FROM CARITAS ARCHIDIECZEJJI GDANSKIEJI**

### **Sopot Second Chance**

This is model of vocational training for young people aged 18-25 years who dropped out of the education system are unemployed and does not have a learned profession.

During the activities young people take part in professional training, individual and group meetings with a psychologist and vocational counselor, and supervision of all exercises coordinator, acting both as a coach. During the project the participants shape their professional skills and social competencies.

The approach of the service is to provide a professional training and workshops with a professional counselor and psychologist, as well as individual meetings with a professional counselor and psychologist, working with MOPS (Municipal social welfare center) in order to better understand the family situation of the participants, and thus define their needs.

A project coordinator, a career advisor, a psychologist and a supervisor are the human resources actually involved in the service. At March 2016, the service is active and 6 young people are still participating for 5 working days a week and 7 hours a day.

Indicator of **efficiency** is the number of participants completing the project successfully mastering the profession, finding a job. The effectiveness, instead, is not measured.

### **3. EXPERIENCE OF OTHER BEST PRACTICES RELATED TO NEET'S IN ECMYNN TERRITORIES**

ECMYNN territories have got a lot of examples of services dedicated to NEET target. The most detailed and significant between them, as they're quoted in this report, come from Greece, Romania and Spain. In particular, the sub mentioned ones came from the deepening that each partner did in their own contextes throught a specific and targeted research, by the tools quoted in chapter 1.

## **ROMANIAN EXPERIENCE**

### **Work Placement**

In Romania only the organizations that are providing trainings can organize work placements only for the students enroled in educational programs. It is very hard for a graduate to get enough

experience in this training periods because they are very short and limited in students options for practical activities.

Nowadays the corporations are using the form of internship for the youngsters but it is not legally regulated in Romania

In the same time the concept of volunteering is more and more appreciated and there is a possibility for work placement of youngsters in social enterprises as volunteers.

This method is limited also because in romanian legislation only some domains are eligible for social enterprises: Education , social services , health services , environment protection.

For the NEETs qualified in industrial domains there is much less hope and the only solution for getting practical experience is to migrate in developed countries.

Nevertheless the romanian system of work placement is based on local bureaus, opened between 8:00 and 16:00 during the working days. They care the access of youngsters to training courses and after to the internships/ volunteer work, having contacts with organisation which are available to accommodate workforce. The organisations must to have one coach for 5-7 volunteer / Interns, while the organisation which furnish training and facilitate the work placement needs: 1 councillor; 2 persons engaged in management and administration; 1 responsible for local bureau.

## **GREEK EXPERIENCES**

### **1. Employment Programmes for Enterprises – Employers (Eligible Claimants) and Unemployed People / Workers (Beneficiaries)**

This is the National Program for obtaining work experience for 10,000 unemployed aged 16-24 years, new entrants in employment, in private enterprises and general employers of private sector with grant of insurance contributions. The service offers daily work experience for two years, with the possibility of continuation of grant for additional twelve (12) months if the contract for obtaining work experience converted to work contract. The program aims to strengthen the skills and work experience of unemployed aged 16-24 years, new entrants to the labor market, only in private companies and in general private employers. The approach is to give youngsters the possibility to get daily work practice in private companies, together with experienced workers, and so can be readed as a training on the job service. The measuration of efficiency of the service is provided by Manpower statistical office, through quantification of how many companies use this program to hire unemployed young people. At the same time the effectiveness is measured

through quantification of how many companies kept the beneficiaries after the two years of practice.

## **2. Youth Guarantee Programme (18-24 and 25-29 Y.o)**

The purpose of this action is to achieve a structured input path of unemployed young people in the labor market, which potentially leads to placing them in jobs in the private sector of the economy. The action ensures the necessary preconditions for the young unemployed in the labor market through the acquisition and improvement of their knowledge while theoretical and practical training in a real work environment conditions and adapt the knowledge to the real needs. That is achieved by Training Voucher for young people aged 18 to 24 years, spendable in private companies for obtaining work experience. The programme provides 120 hours of theoretical education, 380 hours of work practice in a private company (5-6 months) for beneficiaries graduate from high school, and 80 hours of theoretical education, 420 hours of work practice in a private company (6 months) for beneficiaries graduate from universities.

The adopted methodologies and approach consist in supporting and mentoring of trainees by the training provider services (Vocational Centers) before and during the traineeship, concerning a) the diagnosis and appropriate coupling of educational needs / skills of trainees with business needs, b) the installation, monitoring and supervision of the trainee by the training provider in the internship company, through the practice supervisor and c) additional services for the conversion of internship trainee in an employment contract and putting in practice firm.

The efficiency of service is measured by considering the number of the youngsters which participate in the programm (Statistics through Ministry of Labour Market, Social Security & Social Solidarity), while effectiveness is measured by considering the number of the private companies that kept the beneficiares after the practice (Statistics through Ministry of Labour Market, Social Security & Social Solidarity).

The same programme, training voucher based, is applied to young unemployed people aged 25-29 year, for work experience in private companies. Beneficiaries are limited to nr 30.000, they must be graduated from high school or university. The training offer is 80 hours of theoretical education, 450 hours of work practice in a private company (6 months).

## **SPANISH EXPERIENCES**

## **1. Galician Social Inclusion Strategy (2014-2020). Personalized itineraries of socio-labor insertion.**

The general objective of the programme is to face the familiar and personal situations of vulnerability, poverty and social exclusion. The basis of the methodology is the elaboration of Personalized Itineraries of Socio-labor Insertion. With this tool is established a link between users and technicians. It makes possible an accompaniment during the process. As well, is necessary keep in touch and coordination with another services: social, educational, labor.

Service involves n.58 human resources (52 insertion technicians + 6 coordinaters and admnistrative staff), for 435h per day, and reaches in average n. 525 users weekly. The service has 19 technical teams by the whole region (Galicia) and reaches all the municipalities except the 5 biggest cities. It is important dispose of this programme mainly for the small and rural municipalities (like San Sadurniño) because they have less resources to aim this type of services.

Methodology and process is structured as follows:

- 1.- A technician (public bodies or ONGs) referrals users to this programme. The insertion technicians move to all the municipalities
- 2.- the insertion technician has a first individual interview with the person and elaborate a report with his or her profile.
- 3.- The insertion technician and the person make an agreement of activities.

The insertion technician depending on the user profile, contact with another resources (mainly public): health, social services, education, labor....to address the socio-labor intervention.

The effectiveness of service is not measured, while the efficiency of the service is measured by periodic evaluation reports.

## **2. Basic Vocational Training<sup>1</sup> . Professional Initiation Program**

<http://fpbasicacomarcaferrolterra.blogspot.com.es/>

Vocational Training Programme, by an integrated approach, aims to employability and personal development. It reaches a region (Ferrolterra) where is included San Sadurniño, it is granted by

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<sup>1</sup> The Vocational Training in Spain is like that:

- 1.- Basic Vocational Training: This education is received during the secondary, or like in this programme, after it in a specific training .
- 2.- Medium Vocational Training: To acces, is necessary the Secondary title
- 3.- High Vocational Training: To acces, is necessary the Bacallaureate title



Xunta de Galicia (Education Area) and supported by different type of partners (public and private bodies, as well as companies).

Beneficiaries are Young unemployed students that have not reached secondary (basic studies) title (16-30). Usually, they are at risk of exclusion or economically disadvantaged

General objectives of the service are:

- 1.To guarantee a basic training to be able the incorporation at the labor market
- 2.To promote entrepreneur spirit
- 3.To promote values for:
  - Personal freedom: decision making, reflection, the own criteria...
  - Responsibility to daily challenges (personal, laboral, educative...)
  - Solidarity, equality, tolerance...to prevent discriminatory attitudes

Respect to the companies: promote the participation to help in the development of the area.

Create sense of responsibility and collaborate with entrepreneurship initiatives

Respect to the families: Participate in the project improvement. When it is necessary, they receive actions from the programme, too.

4 vocational teachers and 2 job coaches are involed in the project as human resource; from 01/10/2015 to 22/06/2016 was reached n° 75 student. The amount of training hours per student were 900.

For what concerns the adopted approaches and methodolgies, they are innovative.

The design and structure of methodology is exclusive in this area. In fact is the only one in Galicia like this. It provides simultaneously compulsory basic education and vocational training (pre-laboral itinerary). Characterized by a bespoke individual design, helping in the own making decisions.

**Learning Activities:**

- General education + vocational training: the students attend lessons in high schools depending on the laboral itinerary choosed.
- Work centres learning: In company. The students perform labor practices (depending on the itinerary)
- Specific training (Compulsory): Equality; improve employability; social and labor skills: environmental awareness...

### **Mentoring and support:**

Previously and during all the training process, 2 job coaches keep in contact with different stakeholders. The function is be the nexus between the youngsters and the companies, helping and supporting individually

Is important keep in mind the continue coordination with several technicians: personnel of municipalities (social services and employment services), hire hall, NGOs (immigrants, disabilities, drugs...), educational counselors of high schools. The students are sent to this programme by all those professionals. During the development of the project the teachers and job coaches are still in contact. In occasions is needed that this bodies contribute with more resources (family support, therapy to drug addictions...). The students receive a grant (monthly) and the companies receive money to train this youngsters in its facilities.

The results are: 30% get a job contract before or after the ending of the programme (period 2001-2014: 1085 students and 324 contracts) and another 30% continue studying (secondary)

When they finish the training period, receive a Level 1 Professional Certificate (Nacional Catalog of Professional Qualifications).

The service provides both effectiveness and efficiency measurement.

In the first case evaluation questionnaires with the participation of families, students, companies and teachers are administered.

In the second case there is a evaluation structure concerning the whole programme, RRHH, and students' abilities and skills, through tools such as evaluation tests, coordination meetings and student Notebook filled by the academic tutor and the job coach.

### **3. "PICE Programme"**

<http://www.empleoygarantiajuvenil.es/>

<http://www.empleocamaracoruna.com/es/index.asp>

The PICE programme is developed by A Coruña Chamber of Commerce, it involves n°5 human resources such as Administrative (1), Vocational Counselors (2), Training Tutor (1), Manager (1), and in the last edition reached 10 youngster/ daily for 3 days per week. Beneficiaries are youngsters aged 16-29 y.o. unemployed and not in training.

Co financed by European Social Fund, Employment Minister of Spain and Spain Chamber of Commerce, PICE means "Programa Integral de Cualificación y Empleo" (Integral Programme of

Training and Employment). It is a set of guidance actions, training and approximation to the companies. The more important aims are improve the employability, promote entrepreneurial spirit to the companies creation and international mobility.

The general objectives are:

- Training and qualification of NEETs;
- Detecting and improving the professionals skills in order to reach a correct labor market insertion;
- Getting the business networks participation and the commitment about the youth employment.

For what concerns the adopted methodologies and approaches: first of all, youngsters obtain a first assistance when they arrive at the service (by themselves or derived by another services). Is compulsory register in Youth Guarantee Programme (National System). Then, the vocational counselor has got an individual interview with them (obtains evaluation report about professional and personal profile). There are 3 itineraries depending on the profile, needs and interests:

- 1.- Training plan: socio-labor skills, foreigner languages, digital skills, and specific training (niche market). After that, accompaniment in companies;
- 2.- Mobility plan: International mobility (grants, traineeship...);
- 3.- Dual training plan: Simultaneously training and work contract in companies.

The PICE has a computer application to register data about companies and youngsters participants.

Efficiency is measured by evaluation report edited by a software.

Effectiveness is measured by surveys at the end of the training course.

#### **4. Costa da Morte “Galeuropa” Mobility Project**

“Galeuropa” is a programme financed by Xunta de Galicia, that provides two month internship in two EU countries (Great Britain and Portugal) for 10 participants. Beneficiaries are youth residents in 7 municipalities in Costa da Morte area, aged 16-24, unemployed, and registered in the Youth Guarantee Programme.

The only human resource involved in the service is a civil servant working in the Employment Department of the Camariñas City Council.

The service’s approach is to give a complete support to selected youngsters before leaving; especially:

- Language and cultural introduction course before leaving Galicia.



- Organization of the travel and accommodation
- Selection of companies related to the educational background and occupational career of every participant
- Internship follow up: continuous monitoring of the Internship itself, accommodation, language immersion and any issue related with the project

Finally, 25% of participants got a work contract and still working. All cases in London.

The efficiency of service is measured thanks to specific indicators, such as number of participants and offered internships; rate of participants who was employed after the internship both in the same city of internship (20%) and 3 months after the end of internship (60%).

The effectiveness of the service is measured by voluntary assessment sent by email.

## **POLISH EXPERIENCE**

### **Pomeranian Provincial Headquarters of Voluntary Labour Corps (OHP)**

Performing tasks of the state in terms of employment, as well as preventing marginalization and social exclusion, OHP offers training and education directed to young people, in age between 15-18. OHP participant has the opportunity to comply with compulsory education or compulsory education combining study with paid work.

The unit offers care educational, attractively organized free time, community centers, winter and summer day camps, a meeting with a career counselor, crisis Intervention Point, Alumni Club, Active Club, the Council of Youth, hobby clubs: art and sports – recreational.

The service is open from 8AM to 4 PM from Monday to Friday; the courses generally have a duration of 6 months, providing professionals work of teachers, counselor and psychologists.

Indicator of efficiency is the number of participants completing the project successfully mastering the profession, finding a job. Effectiveness is not measured.

## **4. USEFUL CONTRIBUTIONS FROM ECMYNN PARTNERS TO PROJECT THE TRAINING WORKSHOP IN PATRAS**

The collection data grids filled by the partners, asked to them to possibly underline all the themes of interest to be deepened during the training workshop in Patras (May,16th-20th 2016) . This contributions, to be read as suggestion from each interested partner, can be useful for ATOM

professionals to project the training activities to be carried out during that programmed event. The table below reports the suggestions came from partners, *as is*.

<b>COLLECTION OF PARTNER'S ISSUES OF INTEREST</b>	Neet's and self-entrepreneurship
	Neet's and apprenticeships
	Neet's and lifelong learning
	Financing resources
	Work methodolgy
	Psychological skills
	Stakeholders, collaboration with other bodies, entities
	Coaching and empowerment of NEETs esteem
	Enhancement of Curricula
	Use of databases and of collected informations
	Building up self-esteem, developing social and communication skills of NEET
	Building motivation

## 5. LOOKING FOR COMMON MODELS

Three partners on 5 have got a direct experience in manage service facing NEET phenomenon.

Polish and Romanian models are betting on vocational training as an effective way to mitigate this problem in their own territories, adding the coaching as a good way to increase the psychological skills of the young beneficiaries.

In both cases training services allowed to NEET to go out from this condition and find a job, and that is a demonstration of goodness of this kind of actions to face the problem.

Otherwise, San Giovanni Teatino' s model starts from the experience of public services for employment, to develop a service very close to the NEETs' needs, in line with Youth Guarantee guidelines. Sangiò, indeed, is linked with Youth Guarantee office from Regione Abruzzo and share with it a structured database as well as an intervention policy.

So, Sangiò is a matching point, that provides support in CV drafting and has got contacts with a lot of local private companies, which obtain fiscal facilities in hosting young NEETs for job experiences, as Youth Guarantee policy states. (with several types of contracts: undetermined, determined, temporary)

	Type of service	Training	Coaching	Matching	Support in CV drafting	Measuring Effectiveness	Measuring efficiency	Structured Database
<b>Italy</b>	Bureau	NO	NO	YES	YES	NO	YES	YES
<b>Romania</b>	Training and coaching	YES	YES	NO	YES	YES	YES	NO
<b>Poland</b>	Training	YES	YES	NO	NO	NO	YES	NO

Despite the Italian virtuous experience, almost all the overviewed best practices of the ECMYNN Countries focus on the **training course** as the most effective answer to NEET issue.

Both in the direct and indirect collected experience, after all, a great part of young beneficiaries of quoted training courses have got a stage or some working experience after the training activities.

Furthermore, and especially for disadvantaged youngsters, the **coaching** is seen as a good answer to face the NEET condition, due to all the recorded psychological implications of this phenomenon. This must be a central point for all the ECMYNN partners in designing innovative services for NEETs. On the one hand, private partners' model goes on the right direction and, when possible, must be empowered through a deep analysis of the NEETs' needs starting from IO2 outputs (survey).

On the other hand, public subjects (Italy, Spain) must face the problem giving space to local organisations working in the coaching and training sectors and creating with them strategic partnerships, to address the NEETs towards a certain type of path through organization of periodical meetings or spreading of information materials in the public venues.

In the case of Sangiò this could be an addiction to provided traditional services.

These points could be the basis of the discussion between the ECMYNN partner during the Patras workshop, in order to design a common innovative service targeted to NEETs.

## **6. STRUCTURE OF LEARNING ACTIVITIES TO BE DONE IN PATRAS WORKSHOP (ATOM)**

On the basis of here reported informations, the professionals from ATOM team programmed the structure of learning activities to be done during the Patras workshop (16th-20th of May 2016), as reported below. Especially, the activities will be illustrated taking in account approaches, learning methods, themes of interest and measurement of effectiveness by specific methodologies....

### **6.1. General Approach**

During the ECMYNN workshop the ultimate goal is for the learners to share their experiences and to exchange opinions on the issues of NEET's unemployment. This issue will be seen through the different context of each partner country, while at the same time giving emphasis on the sensitive point of using the cons and pros of each partner approach for the creation of a common understanding and common framework for battling NEET's unemployment.

The material gathered through the needs analysis done by the project partners will:

- a) Provide valuable conclusions on the current situation
- b) Facilitate the comparison of the situation in each partner country

Based on the above, the training will explore viable solutions, the exploitation of the identified best practices from the partner countries and the active planning and development of interventions aiming to emancipate the young NEET's.

### **6.2. Proposed learning methods**

#### **COOPERATIVE LEARNING**

Cooperative Learning refers to a method of classroom management that emphasizes group work and a strong sense of community. Cooperative learning falls under the **student-centered approach** because learners are placed in responsibility of their learning and development. This method focuses on the belief that learners learn best when working with and learning from their peers.

In the case of ECMYNN training program, every presentation and subject analysis will be based on receiving feedback by the learners stimulating the active thinking and exchange of experiences and best practices.

### **6.3. Themes to be deepened**

Sensitive issues that:

- a) Promote the employment prospects of NEET's
- b) Enhance the self-empowerment of the target group
- c) Contribute to the application on the right employment policy measures

### **6.4. Proposed methodologies to measure the effectiveness of learning activities**

Methodology: evaluation of training activities, satisfaction and learning measurement (increase of knowledge and competencies). TOOLS: Questionnaires to be filled at the end of each seminar, and a final one at the end of the whole training course.

The monitoring and evaluation of the training activities are compulsory tools in order to evaluate the planned activities, to reach the goals initially planned, to adapt the project's activities to the participants' needs, to avoid misunderstandings among partners, and to assess the project's progress.

#### **Evaluation questionnaire for the training course**

A screening questionnaire will be used in order to collect the general feeling of the participant partners on the organization process of the ECMYNN training course. The questionnaire will be a combination of scaled questions and open type questions in order for the participants to have the chance to evaluate in metrics their level of satisfaction and also to express their opinion in details for a number of issues around the training. In general, concerning the questionnaire for the training course, the questions aim at collecting information about the organization of the meeting and the quality of the presentations made, and also about the success of the training. The answers are scaled in 3 to 5 levels depending from the type of question. All participants from all the partner organizations should complete the questionnaire in order to evaluate the final impact of the training and whether it covered its initial scope and objectives.

#### **Evaluation questionnaire for the meeting**

A similar questionnaire will be given for the evaluation of the meeting aspects.

### **6.5 Teachers**

The learning activities will be managed by nr. 3 teachers, from the following ECMYNN partners:

- ATOM
- Lynx Territorio Sociale

Below there is a brief description of teachers' approaches, methods and themes they intend to deepen during the Greek workshop.



**Daniele Angiolelli (Trainer and consultant -IT, Territorio Sociale srl-)**

<b>Approaches</b>	The seminar approach is an “open” class, a place where people are invited to participate
<b>Proposed learning methods</b>	The seminar will be typical of theoretical concepts and experimentations (solo and in group). In particular, people will be involved in a discovery road to self-efficacy. The trainer will use a visual slides presentation to support his job and the learning process as well.
<b>Themes to be deepened</b>	<ol style="list-style-type: none"> <li>1. Self-Awareness (to identify who we are and walking our own way)</li> <li>2. Potential and Responsibility (we have to focus on 100% about our potential and our responsibility)</li> <li>3. Personal Energy (and shared energy)</li> <li>4. Life Goal (based on personal values and ethics)</li> <li>5. Power of Action (do it now!)</li> </ol>
<b>Proposed methodologies to measure the effectiveness of learning activities</b>	At the end of seminar, participants will fill a questionnaire to measuring their satisfaction and level of acquired knowledge

**Evangelos Koumanakos (Trainer and consultant – GR, ATOM life long learning center)**

<b>Approaches</b>	The seminar approach will be teacher centered through delivering a detailed presentation
<b>Proposed learning methods</b>	The seminar will emphasize in stimulating the creative thinking of the participants and the collaboration upon a given subject.
<b>Themes to be deepened</b>	<ol style="list-style-type: none"> <li>1. Self-empowerment (to find what suits you and to follow it)</li> <li>2. Self-entrepreneurship</li> <li>3. Finding and exploiting the right information</li> <li>4. Business canvas development</li> </ol>
<b>Proposed methodologies to measure the effectiveness of learning activities</b>	At the end of seminar, participants will fill the evaluation questionnaire for the evaluation of all the training modules.

**Dimitris Anthimos (Consultant – GR, ATOM life long learning center)**

<b>Approaches</b>	The presentation approach will be a combination of an “open” class along with active participation sessions
<b>Proposed learning methods</b>	The presentation will emphasize on Inquiry-Based Learning. Learners will be asked to rate and explain their trust to social media and to find how they can be of help for them.
<b>Themes to be deepened</b>	<ol style="list-style-type: none"> <li>1. Social interaction between young unemployed people</li> <li>2. The role of social media in employment</li> <li>3. Diffusion of information</li> <li>4. Living a second life in social media</li> </ol>
<b>Proposed methodologies to measure the effectiveness of learning activities</b>	At the end of seminar, participants will fill the evaluation questionnaire for the evaluation of all the training modules.



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