



**Solidarity Tracks/ Greece**  
 Cultural NGO for Youth  
 www.tamonopatia.org  
 tel/fax +30 2645023123  
 pistes\_solidaires@yahoo.gr



**ASSOCIAÇÃO  
 NOVO  
 MUNDO AZUL**  
 / Portugal

France

## Y.S. ALL

# Youth Strategies Access to Labor Land

Strategic Partnerships: Cooperation for innovation & exchange of good practices



### COUNTRIES

15 educators/ youth workers  
 from 3 European countries  
 (Greece, France and Portugal)

### WORKING LANGUAGE

English



Strategic Partnerships for youth/ Cooperation for innovation & exchange  
 of good practices: "Y.S. All  
 Youth Strategies Access to Labor Land"

**The general objective:** is the inclusion of young people with fewer opportunities and in vulnerable situations from France, Greece and Portugal in the labour market, to combat school drop-out and unemployment. through the creation of networks and partnerships between youth workers from different European countries with an exchange of knowledge, good practices, opportunities and recognition of skills.

## **SUMMARY OF THE PROJECT**

Nowadays almost 20% of the young people in the European Union leave the educational system without obtaining the General Certificate of Education or drip out of the system. This is an issue depending mainly from the social inequalities, the tension between the school and family culture, the failings of the school itself as well as of the educational branches. The research done by “Program for International Student Assessment” (PISA) into the efficiency and the performance of the various educational systems make obvious how much the gap of success chances between the pupils with high social economic background of their parents and other who lack such favored starting conditions. Much as Greece is badly stricken by the ongoing economic crisis, it say at the number of the NEET young people drastically go up. According to Eurostat, in 2015, the rate of unemployed young people or young people leaving prematurely the school was 17,3%, while this rat as regards Greece id much higher (26,1%). Eurostat also reports that in Portugal and Greece the rate of increasement of the NEETs was too high in the period between 2006-2015 (more than 9%). In order to answer to the problem and keeping in with the strategy “Europe 2020” promoting a sustainable intelligent economy, and inclusive the member-states of the European Union have proclaimed the ambition to decrease by at least 10% the number of young people between 18-24 years old who are out of any educational system and haven’t obtained the G.C.E. To reach these objectives, the E.U. encourages the development of new methodologies for assessment and certification (qualification) of the competences acquired in non-formal settings of education, the end goal being the official certification of young people’s competences & skills. With a view to act positively within this frame, we have decided to launch this project centered on the exchange of good practices. It constitutes the follow-up of the European-scale project “Youtheclub.eu” implemented by our partner organizations.

The project in question aims at the training, the support, the escort and the connection in a net of the young or would-be entrepreneurs. We wish to go further in this path and form thru our virtual club an on-line pedagogical manual to the interest of the young people who have given up their studies. This manual is meant to be usable and adaptable in every EU-country in connection with 4 creative mobilities which engage some young people’s educators specialized in the non-formal education and the coaching of young people in their professional insertion.



## **AIMS OF OUR PROJECT**

The project aims:

- To Share and pool our knowledge, our experiences and our reflections with our partners on social inclusion and support to the employment of young people without qualifications to broaden our educational approaches and re-qualify our methods and our educational tools.- To favor the transmission of good practices among all the participating countries.
- To Involve local partners from participating countries throughout the project to support and integrate young people without qualifications
- Build and carry out surveys and interviews with young people without qualifications and local businesses whose jobs are in tension (lack of manpower) to know how they represent the personal and professional skills needed to get a job.
- Build, from the results of the interviews, a framework of key competences to have to obtain a job (from the point of view of the young person as of the company) That list should be accessible on our platform "youthclub.eu".
- Build and run thematic workshops for young people to facilitate their professional integration.
- To create an on-line pedagogical booklet which promotes the good teaching practices from the project.
- Make the results of the project visible and valued by collectively organizing a public communication strategy.

### **The project is addressed to 3 different target groups:**

- 1- The youth workers, social workers, animators/educators, trainers, social assistants who will be the beneficiaries of the pedagogical booklet to facilitate their accompaniment of the young people towards employment.
- 2- low-skilled young people who will benefit from our support to the formalization and recognition of their skills. They will also participate in thematic workshops to increase their knowledge and skills in topics facilitating their professional insertion.
- 3- The local enterprises which are likely to become the employers of the unqualified young people. They will be asked to identify and make known their expectations in terms of the necessary competences & skills for hiring personnel.



**NB: Only youth workers, social workers, animators/educators, youth trainers, social assistants are concerned for the seminars.**

## **2.Partners and roles**

Tasks and responsibilities will be equally distributed among partners, taking into account their knowledge and expertise in order to comply with the agreed project plan:

- \* Everyone will organize a transnational mobility (called "seminars") in their country. Local actions will be presented and pooled at these European seminars.
- \* Everyone will be responsible for leading the implementation of activities and seminars. Each partner country will involve learners, professionals and volunteers in its working group, either by participating in seminars and/or as part of local actions.
- \* All partners will conduct interviews and educational workshops in their territory and present them to the group during the seminars.
- \* Everyone will share their analysis and evaluations with the learners and partners involved. Evaluation grids will be built together, starting with the first seminar and, if necessary, throughout the project. Tool development activities will also be carried out collectively at seminars, taking into account our target groups.
- \* All partners will participate in the construction of the tools and supports envisaged by translating them into their language.
- \* All partners will cooperate in all project activities necessary to ensure its success. They will lead a mid-term assessment with their learners, their volunteers and within their structure. At each seminar, situational points will take place concerning the internal organization of our European group and the evolution of the tools with learners.

### **Plan of the project:**

As already said, each partner will be responsible for the implementation of the activities of the project that will be interviews, workshops and seminar/meeting.

### **II- Survey :**

Surveys for:

- 1- **unemployed young people** who drop out their school in order to assess their needs in term of support to be integrated in the labor market.
- 2- **youth & social workers:** to understand their skills/competences, their resources and the difficulties that are facing in order to provide a proper support to the target audience
- 3- **Employers:** to understand deeply the competences and skills requested to recruit their employees.

**I- Interviews** will be managed as follows:

- 3 Life stories: To be prepared by each partner: Monopatia Allileggiis (Greece), AMSED (France), Novo Mundo (France).
- 3 Youth workers interviews: To be prepared by each partner: Monopatia Allileggiis (Greece), AMSED (France), Novo Mundo (France).
- 3 Companies/Business interviews: To be prepared by each partner: Monopatia Allileggiis (Greece), AMSED (France), Novo Mundo (France).



**Deadline:** Before the 2nd seminar in Strasbourg. The interviews will be presented during the seminar in Strasbourg.

Each partner organization have to prepare at least 3 interviews with the 3 target groups for a total of 09 interviews per partner organization.

**II- Thematic workshops for young people** will be run as follows:

1- "My representation of work": **Monopatia Allileggiis** (Greece)

2- "Do job positions have a sex?": **AMSED** (France)

3- "Tools at the service of professional integration/inclusion" (CV, Europass, skills portfolio, etc.): **Novo Mundo** (Portugal)

4- "The discriminations in hiring: what to do? - simulation of a job interview": **The 3 partners.**

The objective here is to highlight the different criteria for choosing an employer for the selection of a candidate for employment while distinguishing those who are professionals and those who fall under the discrimination.

**The four workshops will be proposed by the partners during the seminars, tested, discussed & improved with the participants, then to be experimented with several groups of young people in the community of each partner organization.**

**Seminar/meeting** will be as follows:

- 1st seminar: Lefkada/ Greece, 18-22 of June 2019 , 15 participants (**5 for each country partner**).
- 2nd seminar: Strasbourg/ France 19-23/11/2019, 15 participants (**5 for each country partner**)
- 3rd Seminar: Lisboa/ Portugal, 8-12/02/2020, 15 participants (**5 for each country partner**)
- \* 4th Seminar: Lefkada/ Greece including the evaluation: 23-27/05/2020 15 participants (**5 for each country partner**)

- **MEETING 1: 18 to 22 June 2019**
- **VENUE: Lefkada/ GRECCE**

### Activities

- Conceptual and practical organization of the project.
- Presentation of educational sequences proposals and tools to be created.
- Drafting dissemination strategies and maintenance schedules for youth and businesses.
- Animation of the workshop "My representation of the work" by Monopatia Allileggiis.
- Meetings with local actors: (Educators and director of K.E.E.K, chamber of Commerce, Social department of the city Hall..)
- Planning the local activities set up by each partner until the next seminar: to transfer the results of the first seminar to the local partners and to implement interviews.

**Goals:**



**Strategic Partnerships for youth/ Cooperation for innovation & exchange of good practices: "Y.S. All Youth Strategies Access to Labor Land"**

- Creating group dynamics
- Conceptually defining interviews & survey
- Sharing tools for youth inclusion and monitoring to professionals
- Understanding the Greek context for access to employment for young professionals' people.

**Results:**

- 15 young professionals trained in the implementation of interviews & workshops on the benefit of the main target group.
- a survey grid created for young people interviews
- a survey grid created for Businesses interviews

➤ **INDICATOR OF RESULTS:**

- Report of the seminar to be shared with the partners
- Detailed plan of the activities that will be carried by the participants of each partner in local level before the next Seminar.

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➤ **MEETING 2: 19 to 23 November 2019**

➤ **VENUE: Strasbourg/ FRANCE**

- Project reassessment and adjustments.
- Presentation of the results of the survey, local workshops, and interviews.
- Animation of the workshop "Do trades have a gender?" by AMSED.
- Collective preparation of the workshop framework for discrimination in employment.
- Initial preparation of the pedagogical booklet which will bring together good practices exchanged (workshops, local events, pedagogy, etc.) to support youth in the vocational integration on the basis of the results of the interviews of young people and enterprises.
- Creation of the competency framework based on the results of the interviews which will complete the educational booklet and be suitable to the needs of our audience of unqualified
- Meetings with local actors in the country.
- Planning the local activities set up by each partner until the next seminar: to transfer the results of the second seminar to the local partners and to implement workshops defined.

**Goals:**

- Analysis of the results of workshops, survey and interviews carried out following the first seminar
- Concepting & testing workshops to be implemented with the target group
- Understanding the french context of access to employment for young people who interrupted early their studies
- Creating usefull tools to support young people who trop out from the schools

**Results:**

- An analysis of the results of interviews & survey created focusing the young people who trop out from the schools and the employers.



- 15 youth/ social workers trained for the workshops implementation
- a draft of the educational booklet produced
- a draft of the competency model/framework carried out

➤ **INDICATOR OF RESULTS:**

- Report of the seminar to be shared with the partners
- Detailed plan of the activities that will be carried by the participants of each partner in local level before the next Seminar.
- The draft of pedagogical booklet which will bring together good practices exchanged to support youth in the vocational integration.
- The draft of the competency framework

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➤ **MEETING 3: 08 - 12 February 2019**

➤ **VENUE: Lisboa/ PORTUGAL**

- Project reassessment and adjustments.
- Presentation and analysis of the results of local workshops.
- Animation of the workshop “**Tools at the service of professional integration/inclusion**” by Novo Mundo.
- Animation of the workshop “**Discrimination against hiring: what to do?**” by the 3 partners, based on the common choices from previous seminars, followed by a discussion about methods of organising this workshop at the local level.
- Construction of the final assessment framework to be carried out in our territories with young people, businesses and local partners.
- Visiting local institutions and meeting with person resources connected to the topic
- Continuation of the elaboration of the pedagogical booklet and the competency framework based on the results of the workshops.
- Meetings with local actors.
- Planning the local activities set up by each partner until the next seminar: to transfer the results of the third seminar to the local partners and to implement workshops defined.

**Goals:**

- \* Analysis of the results of workshops carried out following the 2nd seminar
- Concepting & testing workshops to be implemented with the target group
- Understanding the portuguese context of access to employment for young people who interrupted early their studies
- Creating usefull tools to support young people who drop out from the schools

**Results:**

- 15 youth/ social workers trained for the workshops implementation
- an updated version of the educational booklet produced
- \* an updated version of the competency model/framework carried out



➤ **INDICATOR OF RESULTS:**

- Report of the seminar to be shared with the partners
- Detailed plan of the activities that will be carried by the participants of each partner in local level before the next Seminar.
- The updated version of the pedagogical booklet which will bring together good practices exchanged to support youth in the vocational integration.
- The updated version of the competency framework

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➤ **MEETING 4: 23-27/05/2020**

- Presentation and analysis of the results of local workshops.
- Animation of the workshop of companies " To learn to use the competency framework", by Monopatia Allileggiis and "to know and to use tools of skills recognition" by Novo Mundo + debate concerning the methods of organization on a local scale.
- Finalization of the online educational booklet and the competency framework.
- Finalization of the dissemination strategy of the results and the durability of the project.
- Animation of the workshops "discrimination in hiring" by Novo Mundo + "discrimination in employment: discrimination or victimization?" by AMSED.
- Construction of the mid-term balance sheet to be carried out in our territories with young people, businesses and local partners.
- Planning the local activities set up by each partner: to transfer the results of the fourth seminar to the local partners + to promote, test, adjust & evaluate the created tools + final evaluation with local partners, businesses and youth.
- Evaluation of the seminars and elaboration of the final report: each partner will present the results of its workshop and interviews carried out (review and analysis).

**Goals:**

- \* Analysis of the results of workshops carried out following the 3rd seminar
- Giving tools for youth support and follow-up to professionals
- Finalizing the pedagogical booklet
- Finalizing the competency model
- \* Evaluating & Concerting a common strategy of cooperation for the sustainability of the project & defining the task of each partner.

**Results:**

- 15 Professionals and social workers trained for supporting the integration of young people who drop out of the school to the labor market
- a final version of the educational booklet produced
- a model/framework of skills realized and ready to use it on the favor of the target group.
- \* Detail working plan concerted by the partners to insure the sustainability of the project.





➤ **INDICATOR OF RESULTS:**

- Report of the seminar and of all project to be shared with the partners
- Strategic dissemination plan of the project's results.
- Detailed plan of cooperation with partners to insure the sustainability of the project
- The pedagogical booklet which will bring together good practices exchanged to support youth in the vocational integration.
- The competency framework.

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The overall coordination of the project is provided by the coordinator Solidarity tracks/ "MONOPATIA ALLILEGGIIS" , but 1 person from each partner organization (usually the contact person) will be responsible for coordinating the project for its organization. As far as project management is concerned, responsibilities have been as follows:

**Solidarity Tracks/ "MONOPATIA ALLILEGGIIS" (Greece):**

Administrative and financial management, and risk management:

**AMSED (France)+ Novo Mundo (Portugal)+ "MONOPATIA ALLILEGGIIS" (Greece):**

\* Selecting properly the participants of the seminars according the defined profile described above

• Management and monitoring of educational activities ( Survey, interviews and thematic workshops)

\*creation & management of the online educational booklet & the competency framework.

\* Communication and dissemination Management

\* Evaluation & preparation of the reports

**The following table presents the 3 members of consortiums and their main roles in the project.**

Organization	Role
<p>"MONOPATIA ALLILEGGIIS" "SOLIDARITY TRACKS"</p>	<ul style="list-style-type: none"> <li>- Project coordination and management</li> <li>- Will ensure regular sharing of information and good communication between all partners and the Erasmus agency throughout the action.</li> <li>- Will organise and coordinate transnational meetings.</li> <li>- Will be in charge of the definition and signing of partnership contracts, administrative and financial management, the preparation of interim and final reports, the control of progress of the project and its results, and compliance with deadlines. (Budget control and time management)</li> <li>- Will be in charge of risk management.</li> <li>- Will present to the partners a follow-up, dashboard for budget management based on project progress and results.</li> <li>- Will take care of the joint evaluations between partners to discuss each other's budgets and working time tables during meetings.</li> <li>- Will take care of transfers of relevant information and documents related to the project</li> <li>- Will prepare the overall narrative and financial report and submit it to the Hellenic National Agency on schedule.</li> <li>- Each organization will involve associated partners &amp; choose the social workers educators, facilitators and young leaders involved</li> </ul>



	<ul style="list-style-type: none"> <li>- Each partner will take care of the preparation of the participants and the support for the completion and follow-up of their tasks before and after each mobility.</li> <li>- Each partners will take charge of the organization of the trip of their participants and will take care of all the necessary formalities.</li> <li>- Each partner will be in charge of facilitating the logistics management (accommodation, food, equipment, etc.) of the seminar it hosts</li> <li>- All partners will take part in disseminating the results of the project</li> <li>- The partners will propose together a template for running the workshop "The discriminations in hiring: what to do?"</li> <li>- Will implement and test the interviews and the workshops</li> <li>- A regular feed of the communication media (newspaper, blog, newsletter, website, social media etc.) of each partner to ensure visibility and appreciation of the action with local partners.</li> <li>- Communication and dissemination Management. <ul style="list-style-type: none"> <li>- Management and monitoring of educational activities (interviews and thematic workshops) and management of the educational booklet &amp; the competency framework.</li> </ul> </li> </ul>
Novo Mundo (Portugal)	<ul style="list-style-type: none"> <li>- Financial and narrative reports will be prepared every after the 2nd meeting &amp; at the end of the 4th meeting by all partners</li> <li>- organizing &amp; running the activities hosted in Lisboa</li> <li>- A regular feed of the communication media (newspaper, blog, newsletter, website, social media etc.) of each partner to ensure visibility of the action with local partners.</li> </ul>
AMSED (France)	<ul style="list-style-type: none"> <li>- Financial and narrative reports will be prepared every after the 2nd meeting &amp; at the end of the 4th meeting by all partners</li> <li>- organizing &amp; running the activities hosted in Strasbourg</li> <li>- A regular feed of the communication media (newspaper, blog, newsletter, website, social media etc.) of each partner to ensure visibility of the action with local partners.</li> </ul>
<b>Common tasks</b>	<p><b>-Each organization will</b></p> <ul style="list-style-type: none"> <li>* involve associated partners &amp; choose the social workers educators, facilitators and young leaders involved</li> <li>- take care of the preparation of the participants and the support for the completion and follow-up of their tasks before and after each mobility.</li> <li>- arrange the trip of its participants and will take care of all the necessary formalities.</li> <li>- will be in charge of facilitating the logistics management (accommodation, food, equipment, etc.) of the seminar it hosts</li> <li>- All partners will take part in disseminating the results of the project</li> <li>- propose together a template for running the workshop "The discriminations in hiring: what to do?"</li> <li>- Will implement the interviews and concept, test and experiment the workshops</li> <li>- insure a regular feed of the communication media (newspaper, blog, newsletter, website, social media etc.)</li> <li>- ensure visibility with local partners.</li> <li>- take in in change the communication and dissemination Management. <ul style="list-style-type: none"> <li>- Management and monitoring of educational activities (interviews and thematic workshops) and management of the educational booklet &amp; the competency framework.</li> </ul> </li> </ul>