

Fund for Youth Employment



Credits: FOLM

Youth Employment Magazine

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Editorial

Dear Readers,

it is with pleasure, and considering our first milestone of the previous issue, that I wish to everybody a good reading: our second issue of our Magazine is now out!

I would like to thank, indeed, any of you that, reading us for the first time, has contributed to our success. The path is still long to go, but I am sure – together with my editing team – that, step by step, we will find innovative ways and good stories to reach all of you.

It is not easy, and nor to be taken for granted, to talk about “Europe” nowadays. Anywhere, we are facing worrying challenges, touched by our hands everyday. The youngest generations, to whom the Fund itself is somehow dedicated, are living a changing world, made of contradictions, political wars, inequalities, poverty, environmental challenges, lack of education, tensions among the biggest economies of our globalised system.

But we can try to change it! Offering new and innovative solutions, the Fund for Youth Employment wants to help the beneficiary countries and their partners to go beyond this social and economic impasse. Through the help and contributions of all our projects, which are showcasing their initial and ongoing activities, we would like you all to be part of our optimistic vision, to share with us the positive values overarching the scope of the Fund.

As already presented in the first issue, this Magazine wants to be the main collector of the projects’ best practices and success stories. In our first issue, we decided to be ourselves presenting the first success story: the entire Team, including the “faces of the projects”.

Now that our readers start to know us better, we would like to “exploit” the space dedicated to the success stories to the selection of “interesting and real facts stories”, coming directly from our projects. This is to try to be able to represent not only the aim behind each “work site” within the different countries, but also the youth people that, in those countries, are touched by the current challenges we are trying to face all together.

For the second issue, therefore, we decided to select a “hot” story as a contribution of one of our project partners. The story, written by our friend Eglè, ‘touches’ an

existing challenge, a theme of high level of importance in terms of citizenships rights (in this case, young people), but presented in a positive way, with energy and passion and made possible thanks to the received Donors' contribution.

It is needed to state, as a matter of clarity, now and for the future, that the Fund – and so our Editorial Team – moves away from any political and ethical position: the Magazine wants to represent the voice of our projects' people, as well as raise reflections on the questions presented, without being required to speak or act towards a specific direction or opinion.

Last but not least, I would like to introduce our second Friend: Iván Martín. Iván has showed an attentive dedication to our big aim, and for reasons related to his fields of specialisation, has analysed each project, not only with his professional skills, but especially with his warm spirit towards the main challenges encountered by the projects, each one being an important part of our new family. A “family” of project-related data is what Iván is trying to construct, but he will be the main actor in explaining to us the heart of this assumption. For sure, he will tell us more on NEET, Training, Entrepreneurship, Young Workers, engaged citizens, gender and migration issues, etc.

The challenge Iván is presenting to us is on how to construct, and constantly feed, a “decatalogue” on youth employment, a baseline of the status of youth employment challenges and youth employment policies in the beneficiary countries by contextualising the contributions received from the projects promoting youth employment on the ground. We will tell you more on that through our next issues ...

Leaving him the word, I wish to anyone of you a fruitful reading!

GLB



Guest's Editorial

A Decalogue on Youth Employment in Europe Declined in 26 Projects

Youth Employment is arguably one of the main societal challenges in Europe, the “zero zone” of the future of our model of society and economic development. As such, it is a multifaceted challenge, requiring multidimensional strategies to cope with it. The 26 projects funded under the EEA and Norway Grants Fund for Youth Employment, all described in [Issue 1 of our Youth Employment Magazine](#), duly reflect this multidimensionality.

NEETs. Young people “Not in Education, Employment or Training” (NEETs) are the true black hole of European societies, to the point of having become a widely used neologism and even being included in dictionaries over the last ten years. This is why not less than 14 of the 26 projects funded under our programme specifically address the needs of this group of young people with different tools and approaches: [SOCIALNEET](#), [eNEET Rural](#) as well as [A Place for Youth in Mediterranean EEA: Resilient and Sharing Economies for NEETs](#), Direction Employment, NESET, [Blue Generation Project](#), [Social Innovators](#), [FOLM](#), [IPS4NEETs](#), [DARE – Day One Alliance for Employment](#), [European Digital Bootcamps \(EDIBO\)](#), [Supporting Employment Platform through Apprenticeship Learning – SEPAL](#), Rural Action for Innovative and Sustainable Entrepreneurship for Youth (RAISE Youth), Active Youth Entrepreneurship Network (AYEN) and [NEETs in entrepreneurship](#).

Training for Employability. Employability is another term which has gone mainstream in all social, political and academic debates on youth employment, and training and education is its cornerstone. Most of the 26 projects have a training component, but eight of them specifically focus on training or on innovative education models, including: Direction Employment, creating and testing an educational model with an experimental and innovative curriculum, establishing a mobile classroom model to train trainers at regional level and applying assessment tools to demonstrate the impact of the methodology on the participants as well as on their close environment, and [FOLM](#), testing the University of Edinburgh’s “Model for social and personal growth through Outdoor Learning” in Ireland, Poland and Spain. One ([Supporting Employment Platform through Apprenticeship Learning – SEPAL](#)) uses apprenticeships as an employment promotion tool, and another prioritizes the validation of non-formal skills for NEETs ([DARE – Day One Alliance for Employment](#)). Four other projects focus on training to master new technologies in the digital era, aiming to drive the transformation of the world of work - and of our societies: [CODE \(Competence Opportunities for Digital Employment\)](#) offers an innovative training programme on digital design and skills, graphics, 3D animation, game design etc. for

vulnerable young people who otherwise cannot afford to obtain a hi-tech education due to poverty (young people in rural areas, young single parents, young graduates at risk of poverty, orphans out of social protection and children of working poor people), [European Digital Bootcamps \(EDIBO\)](#) applying the “Rapid Technology Skills Training” developed by the World Bank in close cooperation with employers; [Mommypreneurs](#) provides training in e-commerce and web design to young mothers, and [Women4IT \(Young-ICT Women: Innovative solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda\)](#).

Entrepreneurship. Although not all young people can become entrepreneurs, the last twenty years have shown that entrepreneurship is definitely part of the solution to youth unemployment. This is why a few of the projects specifically point to this dimension of youth employment policies: [Young Entrepreneurs Succeed \(YES, Scaling trust-based partnership models to recharge youth entrepreneurship: Supporting underserved communities with innovative entrepreneurship support instruments\)](#), but also [Migrant Talent Garden](#), [DARE – Day One Alliance for Employment](#) (with its Youth Entrepreneurship Labs), Active Youth Entrepreneurship Network (AYEN) and [NEETs in entrepreneurship](#).

Young Workers AND engaged citizens. But young people cannot be reduced to their economic dimension as workers, and in addition to ensuring smooth integration into the labour market it is equally important to combine that with their identity as persons and citizens. Several projects try to combine both aspects, for instance by promoting the non-governmental sector as an attractive working and learning environment for young people ([Social Innovators](#)) or promoting so-called social entrepreneurship, facilitating engagement in the social economy or civil society as a way of life and a way to employment ([SOCIALNEET-From civil society organizations to social entrepreneurship. Combating youth unemployment and addressing the needs of NEETs](#)), but also [A Place for Youth in Mediterranean EEA: Resilient and Sharing Economies for NEETs](#) and [Supporting Employment Platform through Apprenticeship Learning – SEPAL](#), using the WISE model – Work Integration through Social Enterprise.

Sectoral approach. Specialization and expertise are the sign of the times, and in the field of youth employment this often requires a bottom-up approach focused on specific sectors or value chains. This is why several of our projects take a sectoral approach, focusing on the specific needs of specific sectors such as food production and waste management ([A Place for Youth in Mediterranean EEA: Resilient and Sharing Economies for NEETs](#)), the agricultural sector ([eNEET Rural](#)), the tourism sector (NESET, NEETs’ Empowerment for Sustainable Employment in the Tourism Sector), the fishing and maritime sector ([Blue Generation Project](#)) or the energy and

green sector ([Yenesis, Youth Employment Network for Energy Sustainability in Islands](#)).

Rural areas are often left behind in public employment policies in our increasingly urban societies, and rural young people count among the most vulnerable in terms of employment. A few other projects seek to change this reality: [eNEET Rural](#): Facilitating entrepreneurship and improving skills of NEETs living in rural areas and Rural Action for Innovative and Sustainable Entrepreneurship for Youth (RAISE Youth). Here we should also mention [CODE](#), which offers training for digital employment, among others, to young people in rural areas.

Gender approach is a key to employment policies offering real equal opportunities for young women and men, attending to the specific needs of vulnerable young women. Several projects highlight this issue: [Mommypreneurs](#), [Women4IT \(Young-ICT Women: Innovative solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda\)](#), and [A Place for Youth in Mediterranean EEA: Resilient and Sharing Economies for NEETs](#) targeting among others inactive low-skilled women.

Migrant youth and youth with migrant background are another key variable of the youth employment equation in Europe, as they face special difficulties in integrating into the labour market. More than half of the almost four million refugees who have arrived in Europe since 2015 are young people. This is the target group of projects including [Migrant Talent Garden](#), as well as [A Place for Youth in Mediterranean EEA: Resilient and Sharing Economies for NEETs](#) and [Supporting Employment Platform through Apprenticeship Learning – SEPAL](#), both of which, among other vulnerable groups, also target migrants.

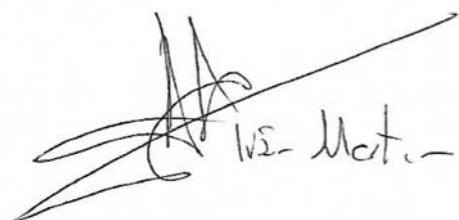
Specific support for those with specific needs. Like the projects dealing with NEETs, vulnerable young people or rural young people, two other projects reflect the “Leave-no-one-behind” principle anchored in the United Nations Sustainable Development Goals by endeavouring to widen the work prospects of people with disabilities: [LEAD \(Labour market employment for young adults with a disability\)](#) and [L.I.K.E. – Life Investment is the Key to Employment](#) for young people with mental health problems and minority groups. [Supporting Employment Platform through Apprenticeship Learning – SEPAL](#) also targets young people with disabilities, Roma and migrants. [Find your way to the world of work](#), in turn, aims to improve the chances of disadvantaged youth and Roma to get an education and a job. All these projects reflect a basic tenet of employment policies: to design specific support measures to deal with groups with specific needs.

Evidence-based youth employment policies. Finally, two other projects deal with the basic due diligence of any public policy: evaluating policy performance, gathering evidence on policy impact and collecting good practices to improve policy results over time. All 26 projects involve partners from several European partners and hence engage in the transnational exchange of expertise and mutual learning, but [Youth Impact](#) specifically aims to increase the capacity of NGOs and public and private institutions to carry out impact studies of youth employment and entrepreneurship initiatives, and [Youth employment partnership](#) will conduct evaluation studies of youth employment initiatives in Spain, Hungary, Italy and Poland. Several other projects have a test or pilot approach, developing innovative and experimental tools to fight youth unemployment: [Young Entrepreneurs Succeed \(YES\)](#), NESET, [European Digital Bootcamps \(EDIBO\)](#), which tests a model to strengthen the ICT skills of young NEETs.

So the 26 projects selected for funding provide a kind of alphabet of existing initiatives, addressing the challenge of youth unemployment throughout Europe. Together, they can also be read as a decalogue to pursue for practitioners.

Iván Martín

Our Spanish Youth Employment Expert

A handwritten signature in black ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right. Below the signature, the name "Iván Martín" is written in a cursive, handwritten style.

Events

SEPTEMBER 2019

MON	TUE	WED	THU	FRI	SAT	SUN
						1
2	3	4	5	6	7	8
9	10	11 YENESIS Project presentation, Cyprus	12	13	14	15
16	17 YOUTHShare open event in Matera	18	19	20	21	22
23	24	25	26 SEPAL Project 2nd Dissemination Event, Greece	27	28	29
30						

OCTOBER 2019

MON	TUE	WED	THU	FRI	SAT	SUN
	1	2 SEPAL LCS Training, Athens	3 SEPAL LCS Training, Athens	4 SEPAL LCS Training, Athens	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21 Training session with NEETs, Milan	22 Training session with NEETs, Milan	23 Training session with NEETs, Milan	24 Training session with NEETs, Milan	25 Training session with NEETs, Milan	26	27 Training session with NEETs, Sofia
28 Training session with NEETs, Sofia	29 Training session with NEETs, Sofia	30 Training session with NEETs, Sofia	31 Training session with NEETs, Sofia			

NOVEMBER 2019

MON	TUE	WED	THU	FRI	SAT	SUN
				1 Training session with NEETs, Sofia	2	3
4 NEETS in Entr. – Business Hub launching event, Bucharest Training session with NEETs, Bucharest	5 Training session with NEETs, Bucharest	6 Training session with NEETs, Bucharest	7 Training session with NEETs, Bucharest	8 Training session with NEETs, Bucharest	9	10
11	12	13	14 NEETS in Entr. – Business Hub launching event, Milan	15 NEETS in Entr. – 2nd Transational Project meeting, Milan	16	17
18 NEETS in Entr. – Business Hub launching event, Madrid Training session with NEETs, Madrid	19 Training session with NEETs, Madrid	20 Training session with NEETs, Madrid	21 Training session with NEETs, Madrid	22 Training session with NEETs, Madrid	23	24
25 YEM – SAVE THE DATE! Deaf NEETs Training Preparation, Sofia	26 YEM – SAVE THE DATE! Deaf NEETs Training Preparation, Sofia	27 Deaf NEETs Training Preparation, Sofia	28 Deaf NEETs Training Preparation, Sofia	29 Deaf NEETs Training Preparation, Sofia	30	

DECEMBER 2019

MON	TUE	WED	THU	FRI	SAT	SUN
						1
2	3	4	5	6	7	8 NEETs Prevention Teacher Training, Sofia
9 NEETs Prevention Teacher Training, Sofia	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Success story

Transgender Youth in Lithuania Face Overwhelming Challenges in Education and Employment



Credits: LGL

The absence of legal gender recognition and healthcare in Lithuania places transgender young people at serious risk when it comes to education and employment. Unable to change their gender in their legal documents, access healthcare and confronted with prevailing transphobic attitudes in Lithuanian society, transgender individuals face a high degree of social marginalisation and are often unemployed.

Legal challenges

The legal situation of transgender people in Lithuania could be described as critical. The legal categories of “gender identity” and “gender expression” do not exist in the Lithuanian legal system. As a result, the Law on Equal Opportunities does not in fact prohibit discrimination of transgender individuals, while the Criminal Code does not qualify transphobic violence and incitement to hatred as hate crimes and/or hate speech. It can be concluded that transgender individuals are the most vulnerable subgroup under the LGBT umbrella in Lithuania, because they cannot access the minimum legal guarantees available to other members of the community.

Lithuania has no administrative procedure for legal gender recognition and gender affirming healthcare. Despite the fact that Article 2.27 of the Civil Code establishes that “[a]n unmarried natural person of full age enjoys the right to the change of designation of sex in cases when it is feasible from the medical point of view”, the enabling legislation has never been adopted. In 2007 the European Court of Human Rights (ECtHR) delivered a judgement in the case *L. v. Lithuania*, indicating that the existing legal vacuum constitutes a violation of the right to private life. Based on observations by civil society organisations, the Committee of Ministers of the Council of Europe applied the enhanced supervision procedure in September 2014, with a view to implementing the judgement. Although 19 years have passed since the introduction of the right to gender reassignment in the Civil Code, 12 years since the adoption of the ECtHR judgement and 4 years since the application of the enhanced supervision procedure, the Lithuanian authorities have still not adopted any legal measures to facilitate gender reassignment procedures.

As transgender persons are not able to receive necessary medical services within the framework of the Lithuanian public healthcare system (i.e. healthcare providers simply refuse to provide services and (or) they are not covered by the national healthcare insurance scheme), they are forced to seek these services from private providers or abroad. It can be concluded that not only were transgender individuals forced outside the country to undergo treatment they seek, but they also had to go through a litigation procedure in order to obtain corresponding identity documents upon their return. This critical situation has dramatically improved since April 2017, when the national courts started granting legal gender recognition without the requirement for mandatory gender-affirming surgery, which implies sterilisation.

Possibility to Change Personal Documents for Transgender Applicants by Court Procedure

After these positive developments, with legal help from the National LGBT rights organisation LGL personal identity documents were changed for around 20 transgender individuals without the requirement for gender-affirming surgery (implying sterilisation). Based on the courts’ jurisprudence, currently the material conditions for obtaining legal gender recognition in Lithuania are the requirement for a psychiatric diagnosis of “gender dysphoria” (ICD-10 code F64.0) and self-identification by a transgender person as belonging to the opposite gender. Nevertheless, it should be emphasised that, at the moment, legal gender recognition in Lithuania can be sanctioned only by a court decision. No administrative procedure is yet available. Furthermore, the requirement for psychiatric diagnosis goes against the self-determination model and has pathologising implications for the legal gender recognition procedure. Presently, legal gender recognition is not available for non-binary trans people in Lithuania.

Barriers in Education

The lack of administrative procedure for legal gender recognition and medical gender reassignment has very direct negative consequences on the daily lives of transgender persons in Lithuania. Firstly, the negative phenomenon of unsupervised hormone treatment is widespread among members of the local trans-gender community. Secondly, transgender people undergoing gender affirming treatment abroad do not have the possibility to change their identity documents through quick, accessible and transparent administrative procedures, because legal gender recognition still has to be sanctioned by the Lithuanian courts. Thirdly, transgender people who already live according to their true gender, but do not have the necessary resources to obtain legal gender recognition through the judicial procedure, are exposed to constant discrimination, harassment and violence. Whenever they are requested to show their identity documents, they are immediately outed as a transgender person.

As a Law on Recognition of Gender Identity has not yet been adopted, the procedures for ensuring the corresponding changes after legal gender recognition in the key documents originated by state and non-state actors remain largely undefined and thus executed on an ad-hoc basis. Transgender persons are usually requested to provide the executing authority with the corresponding court judgement on legal gender recognition. This practice is highly problematic, because it does not ensure adequate protection of a person's private life. In other words, transgender persons are forced to disclose their transgender identity to multiple actors even after they have successfully obtained legal gender recognition. Despite the lack of privacy protection, in the majority of instances transgender persons are able to obtain updated documents from state and non-state actors. Until now, some transgender individuals have faced challenges only in updating their higher education certificates.

According to the order by the Minister of Education and Science, a "duplicate" of a higher education certificate can be issued only following the loss or destruction of the original certificate. In March 2018, a transgender woman applied to the Lithuanian University of Educational Sciences to update her higher education diploma on the grounds of having successfully obtained legal gender recognition. The University instructed the applicant to place an announcement in a national newspaper concerning the "loss" of her original diploma in order to denounce its validity. As a result, in violation of her privacy, the applicant was forced to publicly announce that her diploma, under her male name, was no longer valid.

No Protection from Discrimination in Employment

The Law on Equal Opportunities prohibits discrimination on the grounds of sexual orientation in the field of employment and occupation. However, the law does not cover the grounds of gender identity and (or) gender expression.

In 2016 the National LGBT Rights Organisation LGL conducted research on the situation of transgender persons in the Lithuanian labour market. Interviews with the members of the local transgender community revealed that these individuals face

multiple instances of discrimination at work. However, discriminatory incidents are not being reported to the public authorities, because there is a lack of trust among the local transgender community in public institutions. Moreover, factually there is no legal basis for reporting as transgender identity is not covered by the national non-discrimination legislation. As a result, policy and decision makers first and foremost should include the prohibition of discrimination on the grounds of gender identity and (or) gender expression in the Lithuanian legal system.

Study by the Equal Opportunities Ombudsperson

In 2019, the Equal Opportunities Ombudsperson carried out a [survey](#) of 1,000 Lithuanian residents from 24 cities and 33 towns on attitudes towards transgender people in Lithuania. When summarising the survey, researchers concluded that respondents often cannot identify their attitudes towards transgender people on various issues. According to the authors, “the respondents don’t have negative attitudes towards transgender persons, they don’t have clear opinion, that’s why the future shifts of public opinion about transgender persons in Lithuanian society will depend a lot on how this topic is reflected in public discourse”.

Around 36% of survey respondents wouldn’t agree to work with a transgender person and almost half wouldn’t want to live in the same neighbourhood. It should be noted that more than half of the Lithuanian population doesn’t know or isn’t sure what the term “transgender person” means.

Interviews with transgender persons who completed the procedure of legal gender recognition and experts working in the field of transgender rights protection have revealed the lack of legal regulation and lack of proper implementation of existing legislation.

Transgender persons experience particular problems related to the processing of their personal data when receiving health services, in the sphere of employment or adjusting gender in the documents confirming acquired competences.

“Even if the documents were changed, my health card in the clinic wouldn’t be replaced with a new one. They would stick a sheet of paper with my new name and surname on top, but all the consent for treatment is in my previous name. They refuse to change this,” one of the interviewees said.

In this way, confidential information on the identity of the transgender person becomes available to any employee, trainee or even visitor to the clinic. For example, when a patient arrives to register for an appointment with a doctor and is asked at the reception to explain why the entries do not match, information about the patient being transgender is revealed.

Direction Employment Project: IT Classes for Long-Term Unemployed Transgender Youth in Lithuania

The project “Direction Employment”, supported by the EEA and Norway Grants Fund for Youth Employment, will seek to create a new educational model to combat

unemployment among youth, utilising progressive methods and interactive practices in its implementation. Over the duration of the project, IT courses will be held for people aged between 18 and 30 who belong to marginalised social groups, helping youth overcome long-term unemployment.

This opportunity is particularly important for young transgender individuals, who face complex obstacles in education and employment. It is expected that most young transgender individuals who complete the course will be able to find employment in the IT sector.

Eglé Kuktoraitė
LGL communication officer

The Projects

455 - Labour market Employment for young Adults with a Disability – LEAD

The project partners will transfer know-how and best practice on employment initiatives for young adults with a disability across European countries. They will develop and improve the framework of knowledge and actively promote successful measures for young adults with a disability to increase their access to the open labour market. A guide on best practice in employing young adults with a disability will be developed, as well as national networks. By involving the young adults in supported employment programmes, volunteering, educational activities and organising meetings between the participants and employers, they will be able to develop their personal and professional skills to get suitable jobs. By training employers and specialists in employment, they will be able to better understand the needs of the disabled. By elaborating and delivering a training package for family members of young adults with a disability, they will be able to better support the young adults' efforts to access the open labour market.

Target groups:

- Young adults with a disability, age 15- 29, and their family members
- Employers, specialists, public and private organisations involved in delivery of employment services

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Romania	Lead partner	Health Action Overseas Foundation	NGO	Bucharest
Lithuania	Beneficiary partner	Valakupiai Rehabilitation Centre	Public	Vilnius
Portugal	Beneficiary partner	Consultis – Business Consulting Ltd.	Private	Vila Nova de Gaia
United Kingdom	Expertise partner	Status Employment	NGO	Croydon

415 - Youth Impact

The project partners will build a transnational research network and support NGOs, public and private institutions that carry out initiatives on youth employment and entrepreneurship, to increase their capacity to do impact studies. The results of the project will be knowledge of the effects of employment initiatives targeting young people, increased capacity of research institutions to evaluate the effects of such employment initiatives, and increased transnational cooperation on labour market issues.

Target groups:

- NGOs, public and private institutions that carry out youth employment and entrepreneurship support actions towards 25-29 years olds
- Organisations devoted to or interested in impact studies

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Czech Republic	Lead partner	Channel Crossings	Private	Prague
Poland	Beneficiary partner	Foundation in Support of Local Democracy	NGO	Warsaw
Slovakia	Beneficiary partner	PEDAL Consulting	Private	Martin
Germany	Expertise partner	FIAP e.V. – Institute for innovative and preventive job design	Non-profit	Gelsenkirchen

414 - CODE – Competence Opportunities for Digital Employment

The project partners will develop and run an innovative training programme for specialised digital competences such as digital design and skills, graphics, 3D animation, game design etc. for young people that otherwise cannot afford to obtain a hi-tech education due to poverty. The programme will be created together with business supporting organisations with focus on the creative industries, organisations for psychological and/or social help and youth organisations.

Target groups:

- Vulnerable young people at poverty risk, orphans that are out of social protection, and children of working poor people
- Young people in rural areas, young single parents, and young graduates at poverty risk
- Young people in rural areas, young single parents, and young graduates at poverty risk

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Bulgaria	Lead partner	Human Resources Development Agency	Public	Ruse
Bulgaria	Beneficiary partner	Solutions Brief Therapy and Counselling Centre Rousse	NGO	Ruse
Estonia	Beneficiary partner	Tartu Art School	Public	Tartu
Bulgaria	Beneficiary partner	FPC ltd	Private	Sofia
Italy	Beneficiary partner	Social silos Cooperative ALTERNATA	NGO	Guidonia Montecelio
Italy	Beneficiary partner	Municipality of Corsi	Public	Corsi

Latvia	Beneficiary partner	Palidzesim.lv	NGO	Riga
Romania	Beneficiary partner	Save the Children Association Iasi	NGO	Iasi
Greece	Beneficiary partner	Euroteam Center S.A.	Vocational Training	

“Young people and the future of Work”



Credits: CODE

In a press release from May 2019 from the European Council referring to Young people and the future of Work, the Council highlighted “insecurity, the lack of social protection and precarious working conditions as the main problems facing young people in the current and future labor environment. A number of measures to address these problems are identified in the conclusions: adaptable and responsive social security and education and training systems, the promotion of lifelong learning, ensuring smooth school-to-work and work-to-work transition, as well as equal access to quality jobs for all young people.

The conclusions also recognize that the European Union should support young people’s personal development and growth to autonomy, build their resilience and equip them with the necessary resources to participate in society, thereby contributing to the eradication of youth poverty.”

Read

more:

<https://www.consilium.europa.eu/en/press/press-releases/2019/05/22/young-people-and-the-future-of-work-council-conclusions/>

Stakeholder Workshop



Credits: CODE

On the 22nd of March Save the Children Association Iasi, Romania organized a Stakeholder workshop, activity that is foreseen in CODE Project - “Competence Opportunities for Digital Employment”. Representatives from public and private institutions (NGO’s) from Iasi were present. This meeting focused on 2 topics. The first topic that was discussed was about the possibility of creating an interinstitutional network between the entities present in order to recommend young vulnerable people that they work with to access project CODE’s training courses. The second part of the meeting focused on the motivational part, the aim was to gather other models of good practice in working with vulnerable youngsters or young adults from the institutions that attended this meeting. Also the discussions have led to aspects regarding how to create an attractive and friendly environment for the persons who will attend the training courses.

Project CODE benefits from 2 314 015 euro grant from Iceland, Liechtenstein and Norway through the EEA and Norway grants Fund for Youth Employment. It is jointly implemented by 8 partners from Bulgaria, Latvia, Romania, Italy, Estonia and Greece and its duration is 3 years. The main project objective is to provide opportunities for a quality employment to vulnerable young people at poverty risk.

Steps to success wait soon!



Credits: CODE

CODE project partner Solutions Brief Therapy and Counselling Centre Ruse, led by the famous psychiatrist Dr Plamen Panayotov, started work on creating a platform for motivational and psychological help. It will be for vulnerable young people at poverty risk at the age between 18 and 29, in order to motivate them to enroll and take qualification courses for digital design, graphics, 3D animation, game design. Now, a team of experienced in this field psychiatrists is preparing a motivation diary, both electronic and paper, with a working title Steps to success.

It is based on QUQu approach: Questioning of Useful Questions. It's main idea is that the trainees could be highly motivated for learning by involving them in asking good questions.

Motivational videos, Interactive Career Guidance Test, Interactive Self Development Situations for Implementing the Electronic Platform will be also developed in the next months.

CODE press conference in Latvia



Credits: CODE

The charity organization Palīdzēsim.lv, whose main target group is young people from social risk groups, has launched an international project in cooperation with five countries by submitting a project and receiving funding from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. On August 15 this year, Palīdzēsim.lv organized a press conference to inform the public, potential students and industry professionals about the project, the progress of the project and the results to be achieved. Laura Steina, Project Manager, and Ilze Skuja, Project Communication Manager, said that the main goal of the project is to provide high-quality employment opportunities for socially at-risk youth by developing and implementing a digital skills curriculum to enable young people course. Thanks to the co-financing of EuroLive Technologies it is possible to implement the project in Latvia as well. In cooperation with EuroLive technologies, in addition to basic project training, students will be offered a variety of activities, such as a visit to the company office to get to know the work environment and get motivated.

The project will last for 3 years, during which digital learning competencies will be equipped. A platform for motivation and psychological help will also be created. The main result of the project is the development and implementation of a training program aimed at increasing the employability of the target group through the acquisition of specialized competencies as well as raising the self-esteem of each individual.

Ansis Skibusts from Cube.lv also participated in the press conference to inform the audience about current developments in the sector, specific requirements regarding the skills of employees and opportunities for growth in the sector. The young people present at the conference showed interest in participating in the project and in the post-training job opportunities by asking questions and encouraging discussion.

Digital skills

Digital skills are not only required in the ICT sector, but increasingly across all sectors. Knowledge of cybersecurity, data analytics and machine learning for example are needed in fields as diverse as banking and manufacturing, farming and health. A computer-literate workforce is also vital to maintain Europe's global competitiveness in a fast-changing world. Already today 90% of jobs require basic knowledge of digital skills and, with the fast development of new technologies, more and more digital experts are needed. There are at least 350,000 open vacancies for ICT specialists in Europe right now. The European Commission is promoting various initiatives aimed at increasing training in digital skills for the workforce and for consumers; modernising education across the EU; harnessing digital technologies for learning and for the recognition and validation of skills; and anticipating and analysing skills needs. A strong digital economy is vital for innovation, growth, jobs and European competitiveness. The spread of digital is having a massive impact on the labour market and the type of skills needed in the economy and society.

- It is changing the structure of employment, leading to the automation of "routine" tasks and to the creation of new and different types of jobs.
- It is leading to the need for more skilled ICT professionals in all sectors of the economy. It is estimated that there will be 500,000 unfilled vacancies for ICT professionals by 2020.
- It is leading to the need for digital skills for nearly all jobs where ICT complements existing tasks. Careers such as engineering, accountancy, nursing, medicine, art, architecture, and many more - require increasing levels of digital skills.
- It changes the way we learn by fostering online communities, by enabling personalised learning experiences, by supporting the development of soft skills such as problem solving, collaboration and creativity, and by making learning fun.
- It is leading to the need for every citizen to have at least basic digital skills in order to live, work, learn and participate in the modern society.

The full potential for improving education through ICT in Europe remains yet to be discovered and this is why the European Commission is developing policy and supporting research to make learners fit for 21st century life and work.

Talent show “ What is your talent?” for children and youngstres with hearing problems



Credits: CODE

CODE students volunteered in the organization of the event, supported by Latvian Association of Hearing Impaired people SADZIRDI.LV, in cooperation with charity organization #“Palīdzēsim.lv”#. They organized a talent competition for hearing impaired children and youngsters "What is your talent 2019?" on August 4 in Riga, Culture Palace "Ziemeļblāzma".



Credits: CODE

Similarly to CODE project, the main purpose of the talent competition is to stimulate the inclusion of children and youngsters with special needs into society, to encourage them to be active and full members of society, and to raise public awareness. This is great opportunity to develop self confidence, development of personality and to stimulate learning new things.

Meeting with Maria Gabriel, EU Commissioner



Credits: CODE

Mrs Maria Gabriel, the EU Commissioner for Digital Economy and Society, opened the Balkanmed Business Forum in Sofia on May, 9th, 2019, organized by Human Resourced Development Agency, Ruse, Bulgaria. Mrs Gabriel was truly interested in the CODE Project objective to develop and implement a training programme for specialized digital competences for vulnerable young people, since the European Commission is promoting various initiatives aimed at increasing training in digital skills for the workforce and for consumers and modernising education across the EU. She promised to Mr Minev, the Project manager, her future support and collaboration for the successful Project Code implementation.

WELLcHOME



Credits: CODE

July 3, 2019 - WELLcHOME in Idea Prisma 82 with the students and students of the Master in Social Communication of the Tor Vergata University.

We had the pleasure to share this moment with their teacher Giuseppe Manzo and the volunteers of AIESEC and with a student of the course in cultural mediation of Ovale.

Presentation of WELLcHOME and of training projects aimed at the socio-economic inclusion of citizens. But also the risk of marginalization through the organization of paths in nuove tecnologie such as Project CODE.

FPC Ltd joins CODE project

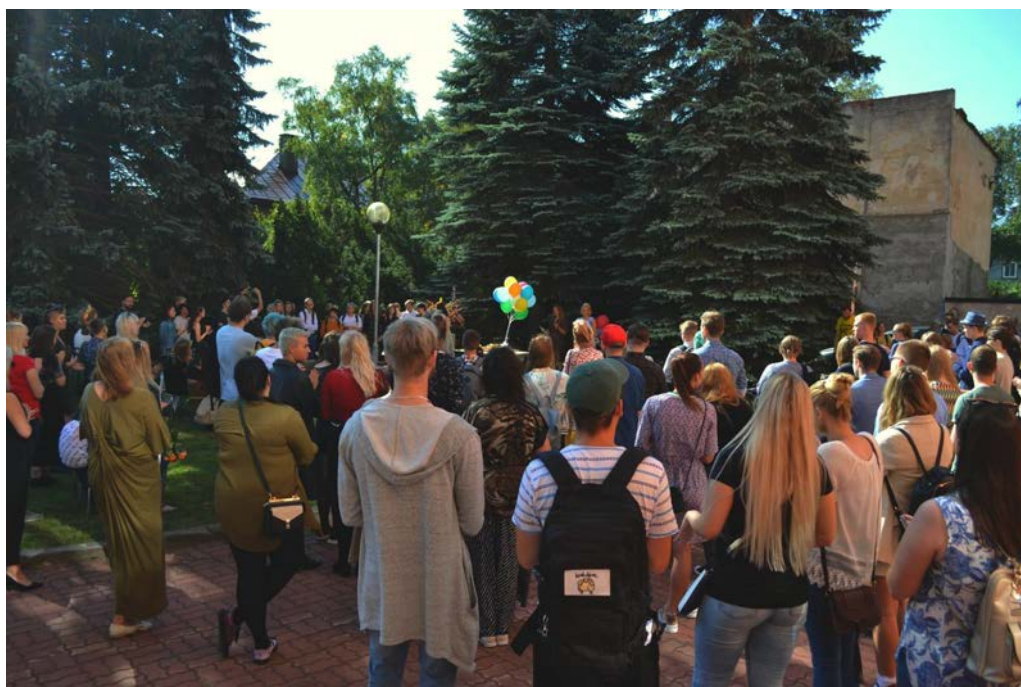


Credits: CODE

FPC Ltd has become part of the project CODE - COMPETENCE OPPORTUNITIES FOR DIGITAL EMPLOYMENT consortium as of 1 August 2019. The main objective of the project is to provide employment opportunities for vulnerable young people at risk of poverty.

FPC Ltd takes the place of a partner from Greece that has withdrawn from the project. Following the formal approval of the Fund Operator, FPC Ltd undertakes the activities of the Greek partner, which include organising three stakeholder meetings in Greece; incorporation of developed motivation modules in a curricula; joint development of a curriculum for 3D animation, graphic design and digitalization; joint development of examination rules for the trainees to obtain certificate of course completion; testing a psychological support online tool that will be developed by another Bulgarian project partner; organising a partner study and a collaboration workshop in Greece; providing participants for a teacher training to be held in Estonia; organising two training courses in Greece, each within 6 months, on the topics of 3D animation, graphic design and digitalization; and follow-up of participants in the training courses future development.

The beginning of the new school year at Tartu Art School, Estonia



Credits: CODE

After returning from the summer break, Tartu Art School will be back on full tour to get the CODE project running in Estonia. Preparations are underway, aiming to start a new curriculum in January and targeting NEET youth. According to Statistics for 2015 in Estonia, approximately 29,200 young people aged 15–29 were away from the labor market, studying or training, or 12.5% of the respective age group. Almost one third of them were unemployed and two thirds were inactive (unwilling or unable to work).

Brief summary of activities for the 2018/2019 academic year:

Attending the Public launch event and a press conference in Italy; assembling a project team for preparation activities (curriculum development, classroom techniques and set-up), Partner study and collaboration workshop with project lead partner Human Resources Development Agency in Ruse, Bulgaria, spring-summer-prepared a training curriculum and shared with partners according to their target groups.

During the autumn of this academic year/ October 22 – 23/, a curriculum meeting with the partners selected teachers will be held in Tartu. The 1st pilot target group will be created, the setting up of the study rooms is ongoing. In the spring they will start first pilot course (May-June 6 months), a Teachers training will take place in Tartu (teachers from all project partners involved).

Vladimir Brovin, a teacher at Tartu last school year, developed a website, which gives an overview of stencils (how they have been used over time) and a tutorial on how to do it yourself.

You could read more here: <https://sites.google.com/view/stencil-lesson/home>.

351 - SOCIALNEET_From civil society organizations to social entrepreneurship. Combating youth unemployment and addressing the needs of NEETs

The project partners will establish a transnational expert cooperation network in seven countries and prepare young people for jobs within social enterprises, by offering training and capacity building services to civil society organisations and businesses belonging to the social economy. The following sectors will be targeted: culture and tourism, health care, agriculture, IT and Open Source software and alternative energy sources. The project will result in increased awareness of the impact and the function that social innovation and entrepreneurship can have in tackling youth unemployment.

Target groups:

- Young unemployed people between 18-29, with an emphasis on the 25-29 years olds; The social economy and civil society organisations

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	Institute of Social Economy Studies	NGO	Athens
Greece	Beneficiary partner	Institute of Industrial and Business Education & Training	Public	Athens
Italy	Beneficiary partner	Craftsmen Association of Terni	Private	Terni
Latvia	Beneficiary partner	Rezekne Academy of Technologies	Public	Rēzekne
Poland	Beneficiary partner	Janusz Korczak Pedagogical University	Non-public higher education institution	Warsaw
Portugal	Beneficiary partner	Development Association of Alto Tamega's Region	NGO	Chaves

Slovenia	Beneficiary partner	University of Primorska	Public	Koper
Spain	Beneficiary partner	Municipality of Mataro	Public	Mataro
Belgium	Expertise partner	European Network of Cities and Regions for the Social Economy	NGO	Brussels

345 - A Place for Youth in Mediterranean EEA: Resilient and Sharing Economies for NEETs

The project partners will create a transnational research network and an employment centre to train young people for jobs in the food production and waste management sectors. The project entails on-the-job training courses in social enterprises and mentoring of former NEETs in setting up new social enterprises.

Target groups:

- Inactive low-skilled women and migrants from local reception centres
- Non-traditional regional actors supporting youth employability

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	University of the Aegean	Public	Mytilene
Cyprus	Beneficiary partner	Cyprus Authority for Cooperative Societies	Public	Nicosia
Cyprus	Beneficiary partner	Neapolis University Pafos	Private	Paphos
Cyprus	Beneficiary partner	Centre for the Advancement of Research and Development in Educational Technology LTD	Private	Nicosia
Greece	Beneficiary partner	Network for Employment and Social Care	Private non-profit	Piraeus
Greece	Beneficiary partner	Social Cooperatives' Network of Central Macedonia	CSO	Thessaloniki
Italy	Beneficiary partner	Territorial Association Comunità Montana Alto Bassento	Public	Potenza
Italy	Beneficiary partner	GAL La Cittadella del Sapere srl	Public/private	Latronico

Italy	Beneficiary partner	Sistema Turismo srl	Private	Potenza
Spain	Beneficiary partner	Educational association for integration and equality	NGO	Murcia
Spain	Beneficiary partner	Catholic University of Murcia	Private non-profit	Murcia
Norway	Expertise partner	Fafo, Institute for Labour and Social Research	Non-profit	Oslo

YOUTHShare open event in Matera, Italy



On September 17th (09.30 - 13.30) in Basilicata Open Space (Piazza V. Veneto) the YOUTHShare project partners met NEETs and local stakeholders in a round table. The lead and expert partners present the project, the NEETs issue in Southern Europe and especially Italy and the proposed solutions developed through the project.

Representatives from local authorities, cooperatives, associations and NGOs address the meeting highlighting their expectations.

Cyprus to introduce new legislation on social enterprises



Credits: YOUTHShare

Cyprus will join the EU country-members that endorse social enterprises, promoting thus alternative entrepreneurship models. A new bill has been prepared entitled ‘Law for the development and maintenance of a Registry for Social Enterprises’, which is currently before the House of Representatives. Its approval by the Parliament is expected to define the registration requirements of social enterprises, to regulate their monitoring and consequently to enhance the ecosystem of social enterprises, underlining thus their importance on social economy in the Cypriot context.

One of the most prominent concepts of the science of political economy is the “social character of the production”. Each person, as subject of the production process, is not a Robinson Crusoe of the economy but an active co-participant, along with other persons; each one of them uses the products of the work of other persons and offers what is being produced as material to be used or transformed by others.

To that extent, the social impact of the economy is undeniable, yet limited by the prevalence of the personal benefit. In other words, the maximisation of the social benefit is hindered by the orientation of the production in the extraction of the

maximized personal benefit, which in that case is a lot more than meeting the living needs of the productive person.

Would it be then possible to refocus the production process from the personal to the prevalence of the social benefit? And what would have been the impact? Social economy, the hybrid between private and public sectors, has been doing exactly that.

According to the Working Paper of the European Commission *Building an Ecosystem to Promote Social Enterprises at the Heart of the Social Economy and Innovation*

(SEC(2011)1278), a social enterprise is “an operator in the social economy whose main objective is to have a social impact rather than make a profit for their owners or shareholders.

It operates by providing goods and services for the market in an entrepreneurial and innovative fashion and uses its profits primarily to achieve social objectives. It is managed in an open and responsible manner and, in particular, involves employees, consumers and stakeholders affected by its commercial activities.”

According to the Charter of Principles of the Social Economy promoted by Social Economy Europe (formerly known as the European Standing Conference on Co-operatives, Mutual Societies, Associations and Foundations, CEP-CMAF) - the EU-level representative institution for these four forms of social economy organisations – the driving principles of social economy are the following:

- The primacy of the individual and the social objective over capital
- The voluntary and open membership
- The democratic governance
- The combination of interests of members and the general interest
- The application of the principles of solidarity and responsibility
- The autonomous management and independence from public authorities
- The reinvestment of the profits for sustainable development

These principles are combined in the social enterprise, namely the delicate complex of a goal to support the general interest, of an idea on how to achieve that in a sustainable way and of the human capital that is mobilised in the process. Under that light, the reinvestment of profits ensures the continuous growth of the enterprise and consequently the continuous service of the general interest.

The social economy in the European context has always been a low profile, yet very dynamic, sector between the public and the private ones. In 2009 over 207.000 cooperatives were economically active in the EU-27, providing direct employment to 4.7 million workers and had 108 million members. This number doesn't count the health, social welfare and insurance mutuals that represent almost one fourth of the market share or the associations that employed 8.6 million people in 2010 (CIRIEC 2012 – The Social Economy in the European Union). However, in 2019, there was a significant reduction of cooperatives in the EU, amounting to 131.000. The economic crisis had certainly its impact, leading a lot of cooperatives of same type to merges; utilizing, thus, the economies of scale for the purpose of a better operational effectiveness. Despite of the above reduction in cooperatives number and with more than 4.3 million employees and an annual turnover of €992 billion, the cooperative sector remains an important cog in the European economic machine (EPRS – PE 635.541/Feb.2019). An important factor for the resilience of cooperatives, particularly during periods of economic crises, is mainly the high percentage of profit (surplus) that is re-invested back to Cooperatives, accumulating, thus, significant capital reserves.

Recent initiatives, by the European Commission (see for example the GECES - The Commission Expert Group on Social Entrepreneurship) and EU country members, have shed light on the importance and the potential social impact of the social

economy. Among them, the recent bill in Cyprus is expected to further develop the interest for the economy's third sector.

Cyprus has a long path in the cooperative movement. Cooperatives' presence in the Cypriot economy for more than a century confirms the existence of a cooperative culture and a general positive stance towards social economy among the populace.

What is more interesting is that the Cypriot initiative combines successfully in that bill the accumulated experience of endorsing the social economy in other European countries. An Action Plan has been also drafted for the support of Social Enterprises. It focuses, amongst else, on the establishment of a positive social entrepreneurial environment, on the promotion of social entrepreneurship culture and most importantly on the available opportunities on the access to financing. Overall, the new initiative is expected to form a thriving ecosystem of social enterprises.

The YOUTHShare project which is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment, focuses on developing the employability of young people not in Employment, Education or Training (NEETs), from Cyprus, Greece, Italy and Spain. The project particularly focuses on skills acquisition in social and sharing economy. The partnership of the YOUTHShare project includes three organisations from Cyprus. Neapolis University Pafos, CARDET and the Authority for Cooperative Societies form a powerful local alliance with the wider and the most representative social economy sector of the Mediterranean island.

The interest of the YOUTHShare project on the social economy sector of Cyprus is undeniably strong and by that we can only wholeheartedly wish the best of success to the new bill.

315 - eNEET Rural: Facilitating entrepreneurship and improving skills of NEETs living in rural areas

The project partners will offer training and preparation for two distinct groups: those with a secondary school diploma will receive entrepreneurship training, while those without a diploma will receive training that prepares them for jobs. The project will focus on innovation and technology in the agricultural sector and create a toolkit that will include various forms of training, a competition, staff exchange and mentoring.

Target groups:

- Low-skilled young people not in employment, education or training living in rural areas and registered with the public employment services, who face multiple barriers in entering the labour market.

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Bulgaria	Lead partner	Union of Bulgarian Black Sea Local Authorities	NGO	Varna
Hungary	Beneficiary partner	Fruto Consulting Ltd.	Private	Budapest
Italy	Beneficiary partner	Mantuan Oltrepò Consortium	Public	Mantova
Romania	Beneficiary partner	Center for the Development of the Structural Funds	NGO	Slatina
Slovenia	Beneficiary partner	STYRIAN TECHNOLOGY PARK	Public	Pesnica pri Mariboru
Spain	Beneficiary partner	Business National Agrofood Research Technological Association Center, Extremadura	NGO	Villafranco del Guadiana
Norway	Expertise partner	Inclusion AS	Private	Asker

314 - Scaling trust-based partnership models to recharge youth entrepreneurship: Supporting underserved communities with innovative entrepreneurship support instruments (TPM-RYE)

The project partners will test a trust-based partnership model and provide direct business development services to young people in the four beneficiary countries. After testing, the model will be improved, and external funding will be applied to scale it up. The project partners will write and publish a research report with data and evidence and prepare a transnational methodology guide.

Target groups:

- Youth (25-30) who will benefit from dedicated, highly specialised financial and non-financial business development services
- Organisations who will use the knowledge base of what works, where and why

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	Agricultural University of Athens – Research Committee	Public	Athens
Greece	Beneficiary partner	Development Agency of Karditsa S.A Anka Anaptyxia- ki Karditsas Anaptyxiaki Anonimi Etairia O.T.A	Public	Karditsa
Italy	Beneficiary partner	Microfinanza S.R.L.	Limited Liability Co	Vicenza
Poland	Beneficiary partner	Foundation Technologic Incubator – YBP	Foundation	Warsaw
Spain	Beneficiary partner	Autoocupació	Foundation	Barcelona
Germany	Expertise partner	Munich Business School	Private	Munich

Germany	Expertise partner	KIZ SINNOVA Company for Social Innovation gGmbH	Limited Liability Co	Offenbach am Main
United Kingdom	Expertise partner	Youth Business International – YBI	Charity	London

294 - Direction Employment

By uniting partners from different sectors – NGOs, universities, companies – from the participating countries, who have a proven track-record of working for the social and labour market inclusion of young people from highly marginalised minorities, the project will create and test an educational model with an experimental and innovative curriculum, establish a mobile classroom model to train trainers at regional level and apply assessment tools that will demonstrate the impact of the methodology on the participants as well as on their close environment (extended family, peer group, etc.) and on employers.

Target groups:

- Young people not in employment, education or training, suffering from multiple discrimination; Employers

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Bulgaria	Lead partner	Workshop for Civic Initiatives Foundation – WCIF	NGO	Sofia
	Beneficiary partner	SKUC Association	Public	
Ireland	Beneficiary partner	DMC-Metrix	Private	Dublin
Italy	Beneficiary partner	Lai-momo soc. coop. soc.	Social Coop.	Sasso Marconi
Lithuania	Beneficiary partner	Lithuanian Gay League	NGO	Vilnius
Portugal	Beneficiary partner	Porto Accounting and Business School	Public	São Mamede de Infesta
Slovenia	Beneficiary partner	Andragoski zavod Ljudska univerza Velenje	Public	Velenje

285 - NEETs' Empowerment for Sustainable Employment in the Tourism sector (NESET)

By working together on a large-scale transnational basis, through innovative and experimental activities, the project partners will create better conditions for young people's employment in alternative tourism. The youths will receive training in tourism-related and social skills through an e-Support platform and job placements across the project countries. The result of the project will be increased opportunities for successful start-ups in the (alternative) tourism sector.

Target groups:

- 25-29-year-old people not in employment, education or training in the 7 beneficiary countries (incl. long-term unemployed, low-skilled and discouraged young people)
- End beneficiaries include all unemployed young people in the 7 beneficiary countries, who are planning a sustainable career in tourism.

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Bulgaria	Lead partner	Varna Chamber of Commerce and Industry	NGO	Varna
Bulgaria	Beneficiary partner	Cluster for IT Support to the Black Sea Touristic Business	NGO	Burgas
Bulgaria	Beneficiary partner	Tora Consult Ltd.	Private	Sofia
Croatia	Beneficiary partner	NGO ECHO	NGO	Zagreb
Croatia	Beneficiary partner	Local Development Agency of the city of Velika Gorica – VE-GO-RA	Public	Velika Gorica
Cyprus	Beneficiary partner	Enoros Consulting Ltd	Private	Nicosia

Greece	Beneficiary partner	SARONIS S.A. – Former Vocational Training Center Attiki S.A.	Private	Salamina
Italy	Beneficiary partner	TUCEP – Tiber Umbria Comett Education Programme	NGO	Perugia
Italy	Beneficiary partner	Umbria Legislative Assembly	Public	Perugia
Portugal (2)	Beneficiary partner	APSU – Portuguese Association of Start-ups and Dialogue Diversity	NGO private and	Aspinho and Oliveirinha
Romania	Beneficiary partner	Geo Club Association	NGO	Corbeanca
Iceland	Expertise partner	Einurd Ltd.	Private	Reykjavik
Portugal	Beneficiary partner	Dialogue Diversity	Private	Oliveirinha

277 - Mommypreneurs

This project will empower 1050 young mothers by training them in eCommerce and web design to make them more attractive in the labour market or supporting their entrepreneurship skills to make them able to start their own businesses. As young mothers' employment is a culturally sensitive topic, transnational cooperation is essential to develop a well-rounded universal solution that can be tried out in different national contexts.

Target groups:

- 1050 young mothers in 7 countries

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Lithuania	Lead partner	Startup Division	NGO	Vilnius
Cyprus	Beneficiary partner	Kalys Solutions LTD	Private	Nicosia
Italy	Beneficiary partner	PoliHub, Startup District and Incubator	Private	Milan
Poland	Beneficiary partner	University of Łódź	Public	Łódź
Portugal	Beneficiary partner	Madan Parqu	NGO	Caparcia
Romania	Beneficiary partner	University Stefan cel Mare of Suceava	Public	Suceava
Spain	Beneficiary partner	Technical University of Cartagena – Cloud Incubator HUB – UPCT	Public	Cartagena

Spain	Beneficiary partner	Independent Local Agency for the Economic Development of Talavera de la Reina – IPETA	Public	Talavera de la Reina
Spain	Beneficiary partner	Independent Local Agency for the Economic Development of Talavera de la Reina (IPETA)	Public	Castilla La Mancha
Poland	Beneficiary partner	LODZKIE REGION	Public	Lodz

Mommypreneurs Roadshow

31st of July, 2019; Vilnius Grand Resort, Lithuania - 'Mommypreneurs' roadshow was part of 'Mamostogos' event – the first and only festival in Lithuania for mothers. The main objective of the festival was not only to create a platform, where mothers could relax but also provide them with opportunities to gain useful knowledge on various topics such as working whilst bringing up children, healthy nutrition and more.

'Mommypreneurs' stall and roll-up was located in the marketplace, application forms, flyers and other communication material such as F.A.Q. poster was available for the participants. Healthy snacks were also provided to make the stall more attractive to the participants of the festival.

Two representatives from the project team attended the festival to present 'Mommypreneurs' to the public. The main activities on the day were answering questions regarding the project, application process, training curriculum and other. Participants of the festival were also given an opportunity to fill in the application forms for the courses. A total of four application forms were completed on the day, in addition to expressed interest to fill in the forms online after the event.



Credits: Mommypreneurs



Credits: Mommypreneurs



Credits: Mommypreneurs

Mommypreneurs Workshop

13th August, 2019; Vilnius, Lithuania

The main objectives of the event were:

- Increasing project awareness in the public, especially amongst young mothers
- Answering questions about the project in real time
- Encouraging more mothers to apply
- Introducing Digital skills training provider 'CodeAcademy'.

'Mommypreneurs' cooperated with a brand 'Daugiau nei mama' (created by a famous influencer in Lithuania, main target audience – mothers) and 'CodeAcademy' – IT academy that is also the training provider for 'Mommypreneurs' digital skills courses.



Credits: Mommypreneurs



Credits: Mommypreneurs



Credits: Mommypreneurs

IPETA Launch event



Credits: Mommypreneurs



Credits: Mommypreneurs

Mommypreneurs Lithuania courses Day 1



Credits: Mommypreneurs

Mommypreneurs courses in Lithuania started on the 17th of September. Two groups (15 women in each) started their Digital skills course – they will be attending the classes two times a week (AM group – Tuesday and Thursday mornings, PM group – Tuesday and Friday evenings). Entrepreneurship courses also started on 17th of September – a group of 30 women will be attending the lectures twice a week – Tuesday and Thursday evenings.



Credits: Mommypreneurs

Meeting with potential Digital Skills Course participants in Caratega (Cloud Incubator HUB).



Credits: Mommypreneurs

263 - Blue Generation Project

The project partners would like to inspire and engage youth between 15 and 29 to pursue a career in the Blue Economy. This will be done by bringing together experts from the Blue Economy and youth organisations to share knowledge about training opportunities and vacant jobs. A training programme will be developed for young mentors who will promote the sector to 39,000 young people in schools, adult education centres, NGOs, unemployment services and local associations across five countries. At least 2,000 young people will get access to training and mentoring. The project partners will also create a Blue Economy guide and a job platform.

Target groups:

- Young people not in employment, education or training (NEETs)
- Youth at risk of becoming NEETs

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	Militos Consulting SA	Private	Athens
Bulgaria	Beneficiary partner	Active Bulgarian Society	NGO	Blagoevgrad
Poland	Beneficiary partner	Enterprising Society Development Foundation	NGO	Wola
Portugal	Beneficiary partner	European Intercultural Club	NGO	Amadora
Portugal	Beneficiary partner	CONTEXOS	NGO	Faro
Spain	Beneficiary partner	Sea Teach	Private	Cala D'or

Belgium	Expertise partner	Sea Europe		NGO	Brussels
Belgium	Expertise partner	European Boating Industry		NGO	Brussels
Germany	Expertise partner	SubMariner Network		Non-profit	Berlin
Iceland	Expertise partner	Iceland Association	Aquaculture	NGO	Reykjavik
Norway	Expertise partner	Norwea		NGO	Oslo

218 - Social Innovators

The project partners will focus on the non-governmental sector as an attractive working and learning environment for young people. In NGOs, young people will gather work experience and become involved in some of the most relevant initiatives and programmes dealing with social challenges in Europe today. As a result, the participants will be supported to create their own jobs within the social sector, where their educational background is essential for further development.

Target groups:

- Young people graduated from social studies and the humanities who are not in employment, education or training

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Slovenia	Lead partner	Association for Culture and Education PiNA	NGO	Koper
Bulgaria	Beneficiary partner	National Management School	NGO	Sofia
Croatia	Beneficiary partner	Youth Initiative for Human Rights	NGO	Zagreb
Norway	Expertise partner	Østfold University College	Public	Halden

The Social Innovators Model - From workspace to collaborative system



While recent years have seen the rise of coworking and other collaborative workspaces, the gap for a specialized flexible ecosystem, resembling a heterogenic coworking space remains. In the project, we aim to establish a new model that would generally benefit young individuals that tend to explore concrete possibilities for turning their ideas into reality and grow the network of collaborators and partners to mobilise support for their projects. The Social Innovators guidebook offers an in-depth understanding of relevant processes that will result in a sustainable and effective collaborative office model.

Download it here:

<https://youthemploymentmag.net/2019/08/26/the-social-innovators-model-from-workspace-to-collaborative-system/>

203 - Yenesys – YOUTH EMPLOYMENT NETWORK FOR ENERGY SUSTAINABILITY IN ISLANDS

The project partners will cooperate and share information on how to create green jobs within the energy sector, renewables, mobility, and tourism. Young people will be supported and prepared for employment in these green jobs via training, business development, mentoring and work exchanges. Participants will get experience with internships in local projects.

Target groups:

- Young professionals age 25- 29 who are not in employment, education or training
- Human resource development agencies, productivity centres, business support organisations and education- al institutions

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Cyprus	Lead partner	Cyprus Energy Agency	NGO	Nicosia
Croatia	Beneficiary partner	The International Centre for Sustainable Development of Energy, Water and Environment Systems – SDEWES	NGO	Zagreb
Cyprus	Beneficiary partner	Frederick University	Private	Nicosia
Cyprus	Beneficiary partner	Chrysalis LEAP Limited	Private	Nicosia
Estonia	Beneficiary partner	Stockholm Environment Institute Tallinn Centre	NGO	Tallinn
Greece	Beneficiary partner	Network of Sustainable Greek Islands – DAFNI Network	NGO	Athens

Italy	Beneficiary partner	Sapienza University of Rome - Department of Astronautical, Electrical and Energy Engineering	Public	Rome
Portugal	Beneficiary partner	Regional Agency for Energy and Environment of the Autonomous Region of Madeira	NGO	Funchal
Spain	Beneficiary partner	Canary Islands Institute of Technology	Private	Las Palmas de Gran Canaria
Norway	Expertise partner	Møre and Romsdal County Authority	Public	Molde

ClimateLaunchpad National Final in Cyprus



Credits: YENESIS

On the 11th of September, the YENESIS project has been presented during the ClimateLaunchpad National Final in Cyprus. ClimateLaunchpad is the world's largest green business idea competition and it aims to highlight the best cleantech ideas across the Globe. ClimateLaunchpad (<http://climatelaunchpad.org>) is part of the entrepreneurship offerings of EIT Climate-KIC and is the world's largest green business ideas competition, running concurrently in more than 50 countries and locations across the Globe. The official organiser of ClimateLaunchpad in Cyprus is Chrysalis LEAP, a partner of YENESIS, in cooperation with Climate-KIC. Climate-KIC (<http://climate-kic.org>) is the main public-private initiative of the EU, aiming to tackle climate change. It is one of the Knowledge and Innovation Communities (KICs) created in 2010 by the European Institute of Innovation and Technology (EIT), the EU body tasked with creating sustainable European growth while dealing with the global challenges of our time. Climate-KIC consists of an international network of companies, academic institutions and the public sector.

The first two teams of the National Final will get the opportunity to represent Cyprus at the ClimateLaunchpad Global Grand Final this coming November in Amsterdam. The ClimateLaunchpad National Final event, attracts more than 100 attendees each year, including representatives from the wider business sector in Cyprus as well as

young individuals interested in the start-up landscape. This year representatives from EIT (<https://eit.europa.eu/>) will also attend the final.

During the presentation the attendees have had the opportunity to watch first the video created for the project and learn more about YENESIS. The project has been presented by Savvas Vlachos, Director of the Cyprus Energy Agency, which is the Lead Partner of the project.



Credits: YENESIS

School Seminars



Credits: YENESIS

Our Croatian partner, The International Center for Sustainable Development of Energy, Water, and Environment Systems (SDEWES), organized a series of school lectures in Croatia, presenting the YENESIS project at more than 460 students. The topic of the lecture was *“Green sustainable jobs and what to study in the 21st century”*.

YENESIS was also presented at the 6th International Congress *DAYS OF MECHANICAL ENGINEERS* in Croatia.

YENESIS project video presentation



Credits: YENESIS

The video aims to further explain the objectives of the video and showcase the benefits of participating in YENESIS

Watch more: <https://youthemploymentmag.net/multimedia-2/>

YENESIS at the 2nd United Nations Economic Commission for Europe (UNECE) Steering Committee on Education for Sustainable Development

On the 27th & 28th of September the YENESIS project will participate in the 2nd United Nations Economic Commission for Europe (UNECE) Steering Committee on Education for Sustainable Development regarding the strategic planning of the Education for Sustainable Development for 2030. YENESIS was invited to contribute with its insights on the topic of “Entrepreneurship, employment, innovation and education for sustainable development”.

On the 2nd and the 3rd of May, the United Nations Economic Commission for Europe (UNECE) held the Education for Sustainable Development (ESD) steering committee in Geneva (Palais des Nations) once again invited YENESIS to present the project as an exemplary case study that can influence and shape future initiatives or support existing actions on such issues. The consortium was represented by the Cyprus Energy Agency, the lead partner of the YENESIS Project.

UNECE ESD committee is the biggest worldwide committee along with UNESCO for strategic planning and implementation of education for sustainable development at an international, regional and national level. 65 countries participated in this committee with national nominations to discuss and take actions on processes and mechanisms to implement UN SDGs according to the new worldwide agenda for UN SDGs 2030.

YENESIS project presented as a good study during a study visit in Cyprus

YENESIS was presented at the 3rd study visit of the RESOR project in Cyprus. RESOR aims to promote best practices to support energy efficiency and renewable energy use in businesses in the EU islands and other remote regions. The methodology of YENESIS was presented by the Cyprus Energy Agency, the lead partner of YENESIS, and a partner at the RESOR project, as a good practice for entrepreneurship in the topic of sustainability.

Event in Portugal



Credits: YENESIS

On the 10th of September the Regional Agency for Energy and Environment of the Autonomous Region of Madeira (AREAM), the Portuguese partner of the YENESIS project organised an informational event about YENESIS.

During the event young people currently living in Madeira, had the opportunity to learn more about the project and be informed about the benefits and opportunities of YENESIS.

The event was also featured on local media.

192 - From Outdoors to Labour Market

The project will examine the University of Edinburgh's "Model for social and personal growth through Outdoor Learning" and test whether it will help young people in Warmia-Masuria (Poland), Cantabria (Spain) and the Mid-West Region (Ireland) to engage in society, become active citizens and acquire professional skills. Expertise partners from the UK will be involved to train the trainers of outdoor learning. The model will help participants recognise their own strengths and talents, build self-esteem, provide career advice and prepare for job-seeking. Job matching with employers and mentoring will also be offered.

Target groups:

- Young people not in employment, education or training in Warmia-Masuria (Poland), Cantabria (Spain) and the Mid West Region (Ireland)

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Poland	Lead partner	Center for Innovative Education	NGO	Warsaw
Ireland	Beneficiary partner	Limerick Institute of Technology	Public	Limerick
Poland	Beneficiary partner	Food Bank in Olsztyn	Non-profit	Olsztyn
Spain	Beneficiary partner	General Directorate for Youth and International Co- operation – Council for Education, Culture and Sport – Autonomous Government of Cantabria	Public	Santander
Spain	Beneficiary partner	Femxa Group	Private	Pontevedra

UK	Expertise partner	Outdoor & Environmental Education Moray House School of Education University of Edinburgh	NGO	Edinburgh
UK	Expertise partner	The Venture Trust	NGO	Edinburgh
Ireland	Beneficiary partner	ULS Universal Learning Systems	Private	Dublin

Starting from this September FOLM is on YouTube



Project FOLM – From Outdoors to Labour Market is run simultaneously in three countries: in Poland in Warmia and Mazuria region, in Spain in Cantabria region and in Ireland in Mid West region.

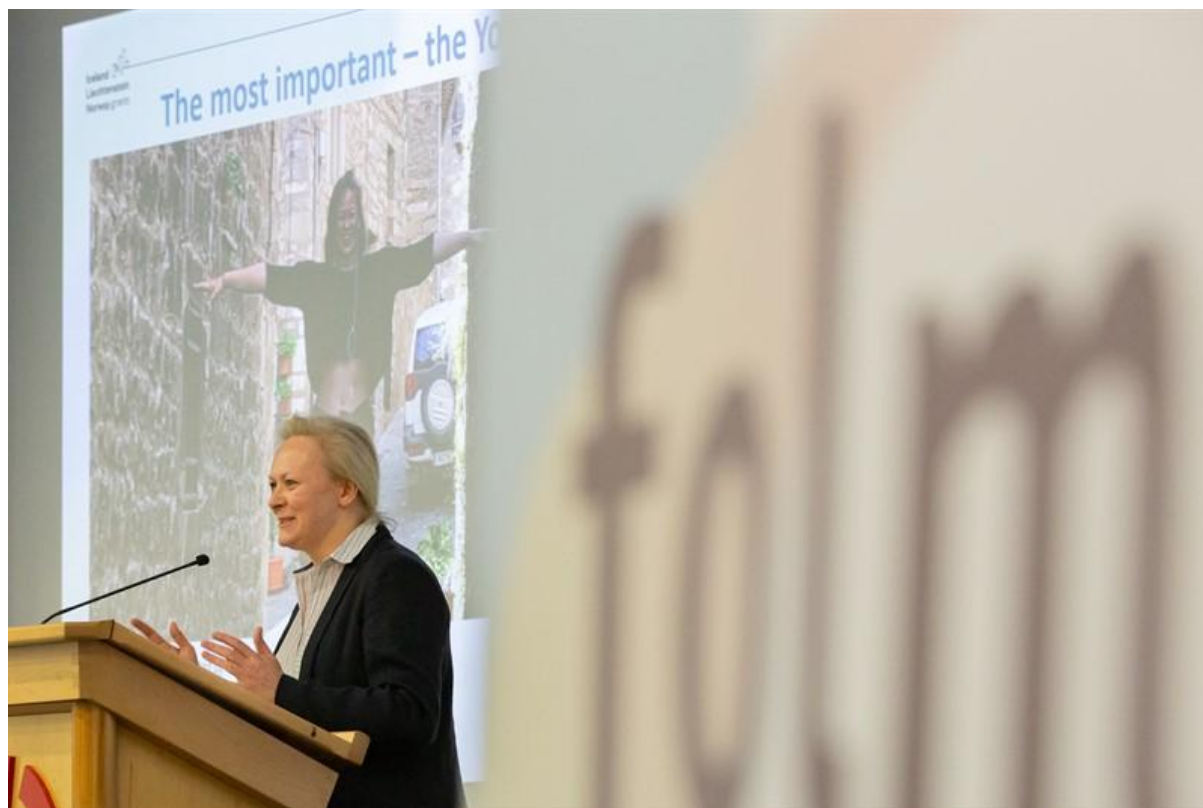
We have just completed pilot phase of the Project and we recruit next participants. What is going on in the Project can be followed up at social media such as Facebook, Twitter and Instagram.

Starting from this September you can also observe FOLM at YouTube. We show that the Project is interesting and why it is interesting. You can see our participants and how they cope with new challenges, what new skills they acquire, what they learn and how they play and have fun.

You will also get to know our trainers and see how passionate they are in dealings with FOLM and its participants.

We will have something new about FOLM each week. But now, please switch on YouTube and watch our first film hereto https://youtu.be/ymZYOhxO_48

New Education Forum was celebrated in Ireland.



Credits: FOLM

During the New Education Forum (NEF) in LIT Thurles Campus, the FOLM project was officially launched. The event was attended by Polish MEP Ms. Rajewicz, the Norwegian Ambassador to Ireland, Ms. Else Berit Eikeland, and the many Irish stakeholders focused on education.

€4 million programme to encourage Mid West Young People not in Education or Employment back into the Work Place.

The FOLM (From Outdoors to Labour Market) project will teach participants life skills in the wilderness before coaching them on how to access further education and employment. LIT will facilitate the FOLM project in Ireland, with young people from Tipperary, Clare and Limerick to take part in the initial programme. A €4.075 million outdoor education programme' designed to encourage young people from Ireland, Poland and Spain to return to studies or the labour market, was launched during NEF (New Education Forum) at LIT, Thurles Campus today (Friday March 1, 2019).

This pioneering project entitled FOLM (From Outdoors to Labour Market) is aimed at Young People Not in Employment, Education or Training aged between 18 and 29 years old, and will be rolled out in the Mid West Region of Ireland in the coming weeks.

The outdoor learning model blueprint was designed by the University of Edinburgh, who with the support of the Venture Trust, have implemented the project for more than ten years with positive results.

FOLM will be piloted in Tipperary this year, expanded into Limerick and Clare, and then other regions there after. LIT is also working in partnership with local development groups and youth services in the Mid West region to identify young people who may benefit from the project.

The participants will then spend a week in the “wilderness”, namely the Knockmealdown Mountains, learning life skills, building resilience and developing a positive mental mind set. On return from the outdoor learning, the participants will work with a coach who will help them to return to education, training or employment.

Some important messages from the speakers

Seamus Hoyne, Development and Public Engagement Manager LIT and Manager responsible for the FOLM Project in Ireland said, “The FOLM Project uses Outdoor Learning as a means to engage youth with the community. Through the programme participants recognise their talents, strengthen soft skills, build self-esteem and self-awareness, and fortify attitudes for employment. Then the Project Consortium provides job matching through outreach to employers’ organisations, promotion, mentoring and trial employment. “We at LIT believe this project will be hugely beneficial to young people who may otherwise struggle to access education or employment. It is a project that helps to bring out people’s strengths, allow them to discover their true abilities and find a place in the labour market that meets their needs and that of society in general.”

President of LIT Professor Vincent Cunnane said, “the FOLM programme is a natural fit for LIT, a third level institution that holds inclusivity and access to education among its core values. “We know from the 2016 Irish Central Statistics Office figures that almost 16% of Irish young people aged between 18 and 24 were not in employment, education or training. In September the CSO figures indicated that almost 23,000 young people under 25 years old were on the Live Register. Approximately 12% of these young people came from the Mid West Region. “I am therefore pleased that LIT is pioneering this programme in Ireland. By opening up education, training and access to the labour market to more young people we can truly address these live register figures.”

Ambassador Eikeland – Norwegian Ambassador in Ireland (Note: Norway is the main financing country of the project through EEA Grants and Norway Grants). She is a “Hiking Ambassador” and recognise the incredible value of this project as it strengthens the relationship between the people and the Nature. This relationship is something natural, which is inside each of us. There is nothing to learn, just to re-discover the value to stay outside.

In Norway, the Education system already foresees dedicated time to Outdoor Learning activities; this project will encourage this practices in other EU countries.



Group in Ireland. Credits: FOLM

Young people and the labour market – the New Education Forum conference

Inauguration of the "FOLM - From nature to the labor market" project and discussions about an innovative educational model. On 15 May, the New Education Forum conference was held at the Social Forge in Olsztyn.

Invited speakers debated on many current topics, including: are we effectively and properly preparing young people to enter the labor market, how others do this abroad? They talked about the situation of young unemployed in Poland and in European Union countries. They also focused on presenting and describing the "FOLM - From outdoors to labour market" project that is already underway in the region.

The leader of the project in Poland is Center for Innovative Education, a partner - Food Bank Olsztyn. The New Education Forum is a cyclical event with an annual organized conference in the European Parliament in Brussels.

The meeting was attended by distinguished guests, including the Ambassador of Spain in Poland, the Marshal of the Warmian-Masurian Voivodeship, representatives of the University of Edinburgh, the University of Warsaw, the Ministry of Family, Labor and Social Policy, the Provincial Labor Office, the Culture and Education Committee of the Regional Assembly Warmia-Mazury. People who participated in the FOLM project in Ireland, Great Britain and Spain also came to Olsztyn.

The conference was opened by the president of the Food Bank in Olsztyn - Marek Borowski and talked about the phenomenon of young people who currently do not have jobs and are not educated (from English: NEET). Marshal of the Warmian-Masurian Voivodship - Gustaw Marek Brzezina added that if we want to develop the region, we have to bet on the young generation. Formerly it was unthinkable not to work, man is created for that. Today, the percentage of unemployed young people is huge. Therefore, projects such as "FOLM - From outdoors to labour market" perfectly fit into the current realities. Joanna Bochniarz - President of the Center for Innovative Education, stressed that the problem of the lack of qualified employees is very much related to the Warmian-Masurian Voivodeship. Therefore, we should do everything to help young people enter adulthood. The Spanish Ambassador to Poland - Francisco Javier Sanabria Valderrama summarized that the Warmian-Masurian Voivodeship has a lot of potential that can be developed. Therefore, he appreciated the incredible value of the project in these areas.

After the presentation of the project, a panel discussion took place, to which significant guests, strongly involved in the subject of the labor market, were invited. Dr Ewa Flasińska - Director of the Labor Market Department, Ministry of Family,

Labor and Social Policy - she stressed the need to show young people what occupations are now in demand. Dr Justyna Godlewska-Szyrkowa from the University of Warsaw added that one should think about how to encourage young people to take up a job. It is also necessary to change education and adapt it to the needs of the labor market. At present, the school does not offer adequate advisory support in this respect. Professor UW dr hab. Jacek Męcina - Expert from the Confederation LEWIATAN - noted that before the implementation of the project "FOLM - From Outdoors to Labour Market" in Poland there are great challenges to be faced. First of all, this is the heterogeneity of the labor market, as well as the demographic crisis - there are no hands to work. Entrepreneurs must learn to use these human resources that are available. It is very important that the "FOLM - From Outdoors to Labour Market" project is encapsulated with various partnerships with companies that are interested in employing activated adolescents.

Participants of the discussion panel also talked the issue of recruitment for the project, which causes some problems in the Warmian-Masurian Voivodeship. Zdzisław Szczepkowski - Director of the Provincial Labor Office suggested all organic activities, including through social media, help centers (Municipal Social Welfare Center, Communal Social Welfare Center, Powiat Family Assistance Center, etc.), by village leaders, and even by the parish priest! Professor University of Warsaw dr hab. Jacek Męcina emphasized the importance of employment offices with information on young people who for various reasons broke contact with the Labour Office. The penetration of the local environment in which NEETs are active is also key.

The New Education Forum ended with the signing of a letter of intent on the cooperation of the organization with the Food Bank regarding the recruitment of young people who participated in the "FOLM - From Outdoors to Labour Market" project.

Joanna Jędrzejczyk encourages young people to act!

Joanna Jędrzejczyk - master of mixed martial arts, has become an ambassador of the "FOLM - From nature to the labour market" project. The project supports young people from Warmia and Mazury who are looking for their way of life and profession. The project's partner is the Food Bank in Olsztyn. The aim of the project is to develop the life and professional skills of participants to become active on the labor market and motivated to continue learning. It is addressed to young people aged 18-29 who do not study or work. The project is implemented in three European countries: Poland (Warmia and Mazury), Ireland (Mid West) and Spain (Cantabria), and its leader is the Center for Innovative Education. The project is financed by Iceland, Liechtenstein and Norway through the EEA and the Norwegian Grants Fund for Youth.

A few days of exciting field trips, individual meetings with coaches, contacts with employers, help young people unleash their inner potential, discover talents and direct them to the right career path.

Joanna Jędrzejczyk has become the ambassador of the project in Poland. Multiple champion of MMA, boxing, muai thai and kick-boxing. It aims to encourage young people to start developing their skills and work on changing their lives. "We all have advantages, skills and potential. Not everyone had the opportunity and conditions to discover it, fight for themselves and their future. I believe that the FOLM project coaches will help young people find the best way of life - explains Joanna Jędrzejczyk. - I know how difficult it was to choose a career path - do not give up. Even if you fall down, get up and fight. I am the best example. "

One of the most popular Polish sportsmen is to help in the promotion of the project.

"We believe that a person who has reached the sports peak with her hard work and regularity will inspire and encourage change for young people - says Marek Borowski, president of the Food Bank in Olsztyn. - The first group of people have already used the project and we have feedback that such a form of development is a hit. I invite other people to take part in an extraordinary adventure" he adds.

The ambassadors of the FOLM project in Spain are: football coach Quique Setien, and Sergio Canales, player of Betis Real and the Spanish national team. Sergio Canales, who many times during his football career was struggling with injuries, shows young people how to achieve goals regardless of opposites.



Group in Poland. Credits: FOLM



Group in Spain. Credits: FOLM

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The project partners will study what is being done on entrepreneurship support in Europe today and create a business support network and training programme. In addition, they will set up an online platform and local centres to support and train young entrepreneurs with migrant background. This will help migrants develop their own business ideas and create new jobs.

Target groups:

- Young entrepreneurs of migrant background; Asylum-seekers

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Lithuania	Lead partner	Active Youth Association	NGO	Kaunas
Bulgaria	Beneficiary partner	Hemus Technologies	Private	Sofia
Croatia	Beneficiary partner	Zagreb Incubator	Entrepreneurship NGO	Zagreb
Greece	Beneficiary partner	European Institute for Local Development	Private	Thessaloniki
Latvia	Beneficiary partner	Shelter Safe House	NGO	Riga
Iceland	Expertise partner	Reykjavik Red Cross	NGO	Reykjavik
Norway	Expertise partner	Caritas Norway	NGO	Oslo
Latvia	Beneficiary partner	Baltic Arab Chamber of Commerce	NGO	Riga

Study visit in Iceland



Study visit in Iceland. Credits: Migrant Talent Garden

On the 19th of June 2019, the Reykjavík Red Cross (RRC) hosted our partners from Bulgaria, Croatia, Greece, Lithuania, Latvia and Norway for the Migrant Talent Garden study visit in Iceland. We started the visit by an introduction to the Red Cross and especially the projects for immigrants and refugees in Reykjavík and the country as a whole. The number of projects for immigrants and refugees have increased in the last few years as the country is seeing the flow of immigration as never before. In 2018 there were about 43,736 immigrants in Iceland, which is about 12.6% of the population. In 2012 the percentage was only around 8% so there has been an increase of 57.5% in only 6 years. Most of these immigrants are going straight to the workforce but about 19.2% of working people are immigrants. Immigrants however do not receive the same salary as locals and received on average 8% lower salaries, according to 2017 statistics.

In 2018, Iceland gave asylum to 148 individuals, and increase from 138 individuals the year before and 111 individuals in 2016. The main countries from which people receive asylum from are Afghanistan, Iran, Iraq, Pakistan, Palestine, Somalia, and Syria. Every year the Icelandic government accepts about 50-70 refugees through the third country resettlement program. The Icelandic government and the Red Cross in Iceland are currently focusing on evening the services provided to the refugees that

go through the asylum system and the quota refugees that come through the third country resettlement program as the latter group has until now received more services upon arrival by the government.

We introduced to the MTG group a few of our programs that we run in the Reykjavik department in more detail. The first being the 'Open house for immigrants', in which we offer practical assistance. About 600 individuals have received assistance through the Open house since it started in 2016.

The RRC has also runs a cultural course for immigrants called 'Welcome to Iceland' for two years now and graduated 80 participants. Lastly, we have a project called 'Refugee guides', in which we pair locals and refugees together for one year. This method has proven very effective in assisting the refugees in their integration process.

The MTG group also visited The Directorate of Labour and got an introduction to the services they provide immigrants and refugees. The directorate has a special refugee team with four staff members, one of whom is a refugee from Syria. They provide assistance with making CVs, applying for jobs and also going with them to interviews. They also introduced to us a European cooperation project that the directorate were a part of, which was focused on empowering women of foreign origin in terms of employability, self-esteem and entrepreneurship skills.

In the last session of the study visit we had a discussion group with a researcher, who has researched immigrants in the Icelandic labour market, and three immigrants who discussed their experience as immigrant entrepreneurs in Iceland and in the general labour force. The discussions were very lively and many opinions and experiences were shared. Some of the key points of the discussions were that there is definitely a barrier of entry for immigrants to start their own business or start-up in Iceland, mostly due to language barriers and lack of knowledge on the local system. Immigrants also have less social network in the country and therefore it's more difficult to seek guidance and assistance. There was however also a general consensus that Iceland is a country where it's relatively easy to start a company as there is low level of bureaucracy and generally the locals speak English. The point was also made that immigrants are used to facing uncertainty and therefore they are in some ways more equipped to deal with the risk and uncertainty that comes with starting a business.

Communication event in Vilnius



Communication event. Credits: Migrant Talent Garden

On the 29th of May, a special event, the only one of its kind in Lithuania, was held in Vilnius. The “*Migrant Talent Garden*” initiative is part of an international business strategy, organised between seven partner organisations from Lithuania, Bulgaria, Croatia, Greece, Latvia, Iceland and Norway.

The project was implemented to study European entrepreneurship, but above all to help migrants develop their own business ideas and create new jobs. To do so, the organisations will create a business support network and training programs, supported by an online platform and local centres to help and train young entrepreneurs from migrant backgrounds.

The “*Migrant Talent Garden*” event held in Vilnius gathered migrants, business enthusiasts and experts, thinkers and doers who seek changes. Working together, the different actors aim at helping migrants boost their competences and get employed. During the event, five experts did a presentation in front of the audience:

- Migrants & refugees’ integration in Lithuania (by VA Caritas);
- Start-up ecosystem in Lithuania (by StartUp Division);
- Migrant communities (by Balturka Culture Academy);

- Challenges migrant professionals faces (by Toye Samson Abiodun);
- Project's "Migrant Talent Garden" presentation (by EU Youth Project);

After the presentations, participants had a networking time, with the opportunity to meet and discuss with project's partners from other countries, and interact with professional field experts from business incubators, migrants' integration and other related areas.

The presentations were the occasion to learn about how organisations are working for migrants' integration in Lithuania. As an example, the Caritas Association currently works with 270 individuals (mainly asylum seekers and refugees), and focus on language, education and providing information about the Lithuanian labour market. The experts also raised questions and challenges in migrants' integration, focusing on what still needs to be improved. Lithuanian language, as well as the lack of information are the main obstacles.

These presentations demonstrated why initiatives like "Migrants Talent Garden" are essential. By implementing business network and trainings programs directly addressing migrants' needs, it is possible to raise employment rates, and more importantly, to help them integrate into the Lithuanian society.

Study visit in Zagreb



Study visit in Zagreb. Credits: Migrant Talent Garden

Consortium members of the Migrant Talent Garden project gathered together in Zagreb, Croatia on April 11, 2019.

The meeting took place on the campus of University College Algebra (www.algebra.hr). As part of its program, Algebra organizes a 4-month startup acceleration program and on the same date the “Demo Day” of this program was organized, so the consortium members selected this date so they would be able to watch the final presentations of the program participants.

The Algebra startup program is a continuation of the program previously organized by ZIP, the Croatian member of the MTG consortium. ZIP intends to contribute the know how and experience gained during 7 years of running the startup program to contribute to the success of the Migrant Talent Garden project.

During the study visit, project members from the Bulgarian, Greek, Icelandic, Latvian and Lithuanian partner organizations participated, as well as of course the hosts from Croatia. The key part of the study visit was the workshop during which participants

evaluated the steps taken so far and made plans for activities in the near and mid-term future of the project.

Aside from the internal workshop and planning, the ZIP team also organized for the participants to meet Vera Gjokaj. Vera is an activist who is working with migrants in Croatia specifically on the topic of entrepreneurship and supporting them in working to create their own or shared businesses. It was very interesting and enlightening to hear Vera's experience with the „Taste of Home“ („Okus doma“) project.

The aim of this project was to establish a jointly owned company which would provide cooking and catering for private and business customers based on the native cuisines of the participating migrants. Thus the gap and often mistrust between migrants and native citizens would be bridged. Vera shared her experience and the story of how the „Taste of Home“ project developed over time.



Study visit in Zagreb. Credits: Migrant Talent Garden

Study visit in Athens



Study visit in Athens. Credits: Migrant Talent Garden

With regards to the first bit of the joint study visit in Sofia and Athens, the partners were introduced to the entrepreneurial context of Bulgaria. In the first session of the visit, the representatives of each country were informed about the existing legislation with regards to the requirements for a start-up visa and the politics underlying the notion of Bulgaria acting as a European start up incubator.

The session continued with a discussion on the aid programs focusing on migrants and/or refugees and the initiatives founded to provide support and guidance to those in need. Caritas Bulgaria and St. Anna's also attended the event and contributed to the conversation with its hands-on experience on the matter and multi-year expertise on migration and capacity building for foreigners.

The day concluded with the conduction of a CIA (Competitive Intelligence Analysis) on the project itself, its mission, goals and each country's contribution and responsibilities.

As far as the study visit in Athens is concerned, the partners had the chance to visit the National Center for Scientific Research – 'Demokritos' and discuss with its highly skilled staff the creation of Incubators for migrants, the lack of enough job vacancies

for both foreigners and locals, the positive outcomes of the integration of migrants and last but not least, the Greek refugee policy and legislation.

The second session of the day focused on the Greek context around starting and registering a start up while Caritas Greece joined the panel to provide valuable insights on the existing training schemes for migrants, refugees and foreigners with regards to acquiring marketable skills. The partners renew their date for the next study visit in Latvia/Lithuania for the end of May.



Study visit in Athens. Credits: Migrant Talent Garden

Caritas Norway – partnership with the Migrant Talent Garden network



Study visit in Norway. Credits: Migrant Talent Garden

Caritas Norway is proud to announce its partnership with the Migrant Talent Garden network as an expert partner. The EEA and Norway Grant project «Migrant Talent Garden» will provide support to young non-Eu migrants who wish to establish a business.

On June 17th, 2019 we had the pleasure of hosting 6 of our partnering organizations at our establishments in Storgata 38. Our partners were able to visit Caritas Resource Centre, our information and research center which in 2018 received over 20,000 inquiries in form of information and counselling, legal assistance, job related and languages courses. NGO's and private organizations from Bulgaria, Greece, Croatia, Iceland, Latvia and Lithuania completed a workshop to assess and discuss the current situation of young non-EU migrants in their respective countries.

Migrant Talent Garden met with Ingrid Falconer and Zahra Moini from the Norwegian Center for Multicultural Value Creation (NSFV) as well as Nicolai Strøm Olsen from Startup Migrant to discuss diverse practices, trends, and challenges migrants face when they choose entrepreneurship as a means of income.

Caritas Norway, specifically the domestic department has years of experience working directly with migrants, refugees, asylum seekers and youth. The mandate is to support with integration of migrants, reduce economic and social exclusion, promote good mental and physical health, as well as fight social dumping and human

trafficking. Although training and support centers for entrepreneurs exist in many parts of Europe few focus on the specific challenges young migrants face. It is therefore this 48 month project seeks to create a business support network and training program for young entrepreneurs.



Study visit in Norway. Credits: Migrant Talent Garden

Participants of the Project Familiarise Themselves With Business Opportunities For Immigrants During a Visit to Latvia



Study visit in Latvia. Credits: Migrant Talent Garden

A study visit of the “Migrant Talent Garden” project took place in Riga from 30 to 31 May 2019. The aim of the visit was to learn about business environment in Latvia and social entrepreneurship. Participants of the project from six countries - Greece, Bulgaria, Norway, Island, Croatia and Lithuania - visited the society “Shelter “Safe House”” as a part of the programme of the study visit. “Migrant Talent Garden” project is aimed at creating an electronic platform for supporting business that would allow on-line participation in a training programme and provide information about business initiation legislation of each participating country of the project. Creation of business incubators for immigrants is also planned under the project in each of the aforementioned participating countries.

“Shelter “Safe House”” Board Member Gunta Vīksne (Gunta Vīksne) told the participants of the project about the society's many years of experience and offered practical examples in the field of integration. SIA (LLC) “Baltijas Datoru Akadēmija” Project Coordinator Marija Vilne (Marija Vilne) presented to the visitors the training material and programme for the development of social entrepreneurship and business competence developed by the company. The material was created based on the experience and knowledge of non-governmental organisations and training

centres as a contemporary learning tool easily adaptable to circumstances of each country to enable immigrant business development. She told that the learning tool is intended to assist in training migrants with different level of education and social status, providing them with the basic knowledge of entrepreneurship principles, local business environment and steps they have to take for the development of their own business.

The guests also met with Regita Zeiļa (Regita Zeiļa) from the Social Entrepreneurship Association of Latvia, who told about social entrepreneurship, including - what is a social enterprise under the Latvian law and forms of support available in Latvia. To inspire the visitors she shared several experiences, mentioning as examples the social enterprises “Humusa komanda” (Hummus Team), “BlindArt” and the chain of charity shops “Otrā elpa” (Second Breath).

The young entrepreneur from India Shashikanth Reddy Kotha shared his personal experience, difficulties, successes and thoughts on starting his own business in Latvia. Participants of the project could also ask questions to the entrepreneur to understand better opportunities for immigrants to start a business in Latvia.

The guests had also an opportunity to meet and ask their questions to the Head of ISMA Business Incubator Viktorija Rjascenko (Viktorija Rjaščenko). Students are given an opportunity to develop and implement their business ideas with the help of ISMA Business Incubator. Viktorija Rjascenko told that a business incubator serves as a means to support the development of business ideas, projects, foundation of one's own business and its successful further promotion. “A business incubator serves as the first micro-environment for the new enterprise, in which based on consultations with professionals in the field entrepreneurial skills are developed, knowledge and experience are acquired. There young entrepreneurs may receive assistance with accounting, taxes and preparation of a business plan,” emphasized V.Rjascenko.

The Head of the ESF project “Support to Social Entrepreneurship” (implemented by the Ministry of Welfare) Juris Cebulis (Juris Cebulis) told the participants of the project about the legal framework of a social enterprise and possibilities to receive financial support for the operation of social enterprises. He also explained the criteria an entrepreneur must meet, if he or she wishes to obtain the status of a social enterprise and apply for support from the state. J.Cebulis mentioned also practical benefits provided by the Social Enterprise Law, told about the procedure of obtaining the status of a social enterprise in Latvia and also listed the most common errors made, when applying for the status of a social enterprise.

Specialized Consultant Ronalds Kraze (Ronalds Kraže) on the State Employment Agency (SEA) project “Integration of Fugitives and Persons Under Subsidiary Protection in the Employment Market in Latvia” told, how the agency places fugitives

and persons under subsidiary protection with employers. He mentioned poor language skills, insufficient previous work experience, low motivation and a weak understanding of the country's tax system as the main challenges. In his opinion, right now Latvian entrepreneurs are open and ready to work with persons, who have acquired the status of a fugitive or a person under subsidiary protection.

The hosting organisation “Shelter “Safe House”” for the visit under the project indicates that the participants of the “Migrant Talent Garden” project displayed great interest in the business opportunities for immigrants in our country throughout the meeting and asked many of questions on the subject to the representatives of the organisation and special invited guests too. The participants of the project recognised also that excellent professionals with high qualification work in Latvia, cooperation with whom would allow to create a more successful environment for the integration of immigrants and development of business.



Study visit in Latvia. Credits: Migrant Talent Garden

Study visit in Bulgaria



Study visit in Bulgaria. Credits: Migrant Talent Garden

The Migrant Talent Garden (MTG) Study Visit (SV) with the participation of representatives of the organizations involved in the project, took place in Sofia 14 May in Sofia,.

While organizing SV Hemus Tek's main goal was to make the representatives of the partners aware of the migration situation in Bulgaria, and in particular in Sofia, the start-up business environment and the factors that Hemus Tek has considered important for the determination of the organizations with which the company was arranging partnership relations in order to implement the MTG project.

Representatives of some of those organizations namely "The Council of Women Refugees in Bulgaria", "Caritas - Sofia" and "Bulgarian Startup Association" (BESCO) were invited to participate in SV to acquaint the partners with their experience. The SV participants also visited the Integration Center (for migrants) of Caritas - Sofia. A number of particularities were identified during the SV in Sofia.

According to the International Organization for Migration, about 160 000 migrants live in Bulgaria. These in general can be divided into four groups - migrants who have come to receive education, some of whom subsequently find work and remain permanently in Bulgaria; migrants coming to work (most of them seasonal workers with temporary jobs); migrants who come to Bulgaria to start their own business or to expand their own businesses started in other countries and asylum seekers in the EU (Bulgaria).

From MTG project goals point of view the most interesting are the migrants coming to start or expand their own businesses as well as some of the refugees/asylum seekers - those who, for various reasons, intend or might wish to be establish permanently or at least for a long time in Bulgaria. Unfortunately, the experience of NGOs and the governmental institutions working with migrants shows that the majority are with very low educational level and significant lack of knowledge of foreign languages (Bulgarian and English), which is also a major problem in starting up their own business. Moreover, many refugees regard Bulgaria as a transit point on their way to Western Europe. The main reasons for this are the low social benefits in Bulgaria compared to other countries and also the fact that many of them have relatives or friends in the West European countries. During the SV, it was emphasized that there are no legal and political differences in the conditions of the business between migrants and Bulgarian citizens regarding the starting up and developing businesses.

Having in mind the current situation in Bulgaria and in order to achieve the objectives of the MTG project, Hemus Tek intends to develop active partnership with two main type of organizations: with those working actively with migrants and refugees (which are mainly humanitarian organizations) and with the organizations (both non-governmental and governmental) which provide a favorable environment for startups.

152 - Individual Placement and Support for NEETs through Education Youth Technology Platform (EYTP)

The project partners will improve the counselling competence in their countries through combining a two-step model consisting of the Maturing Model (MM) and Individual Placement and Support (IPS) from Norway. In combination with an Education Youth Technology Platform (EYTP), young people will get support towards vocational education or a permanent job. MM consist of an individual coaching period, which will be used for motivation and preparation for the more formal counselling work using the systematic IPS model.

Target groups:

- Coaches providing counselling
- Young people not in employment, education or training

Project Partners:

Country	Project status	partner	Institution	Type institution	of	City
Slovenia	Lead partner		Public University of Ptuj	Public		Ptuj
Hungary	Beneficiary partner		Interregio Association	Forum	NGO	Budapest
Romania	Beneficiary partner		Asociatia EIVA		NGO	Arad
Spain	Beneficiary partner		Tesla Technologies & Software S.L	Private		Santiago de Compostela
Norway	Expertise partner		Fønix AS		Non-profit	Sandefjord



Credits: Individual Placement and Support for NEETs through Education Youth Technology Platform (EYTP)

Our website <https://neetseducation.com> shows what we have done so far.

In addition to the website, we would add the following:

- In August 2019 partners have developed an EYTP (educational youth technology platform), consisting of a new e-learning platform (important tool that enables our counsellors access to all e-learning materials developed in the project) and a new IPS application (tool that enables our counsellors to enrol and monitor NEETs).

Individual Placement and Support for NEETs
through Education Youth Technology Platform (EYTP)

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Join Our Community

The main objective of the project is to enhance the counselling competence of the coaches from Slovenia, Romania and Hungary in the Maturing Model (MM) and Individual Placement and Support (IPS) methodology and using it in combination with the Education Youth Technology Platform (EYTP), in a way that will increase the number of NEETs in vocational training, education and employment compared to the present situation. The two target groups of the project are coaches providing counselling and the NEETs themselves.

E-learning platform



IPS application

- In November of this year, all the coaches will receive a tablet with an IPS E-learning program. The coaches will work with 10 NEET's each using IPS methodology. The Norwegian Expert Partners will support the coaches throughout the entire process.
- In the spring of 2021 we will present the results at a final conference in each of the partner countries (Hungary, Slovenia and Romania). We will invite the Norwegian Embassy to Slovenia's conference.

134 - DARE – Day One Alliance for Employment

The Partners from Poland, Lithuania and Austria will share their work on these topics and support the establishment of Job Labs and Entrepreneurship Labs that will help 1400 young people into education or a job. The project will also establish systems for validation of non-formal learning. The aim is to draw experience from the Youthpass certificate but extend its impact in terms of target groups, scope, and level of innovation.

Target groups:

- Young people not in employment, education or training in Greece, Italy, Portugal and Cyprus
- Employers who would like to test a system for validation of non-formal learning

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Cyprus	Lead partner	SEAL CYPRUS – Cyprus Organisation for Sustainable Education & Active Learning	NGO	Nicosia
Greece	Beneficiary partner	N.G.O. CIVIS PLUS	NGO	Athens
Greece	Beneficiary partner	PRAKSIS – Programs of Development, Social Support and Medical Cooperation	NGO	Athens
Italy	Beneficiary partner	Craftsmanship & SMEs Association / Confartigianato Imprese Salerno	NGO	Salerno
Lithuania	Beneficiary partner	Lithuanian Association of Non-formal Education	NGO	Vilnius

Lithuania	Beneficiary partner	Youth Career and Advising Center	NGO	Kaunas
Poland	Beneficiary partner	Lodz Chamber of Industry and Commerce	Chamber of commerce	Lodz
Portugal	Beneficiary partner	Ha Moment, CRL	NGO	Lisbon
Austria	Expertise partner	IFTE Initiative for Teaching Entrepreneurship	NGO	Vienna
Austria	Expertise partner	Austrian Federal Economic Chamber	Public	Vienna
Portugal	Beneficiary partner	PAR – Respostas Sociais	NGO	Lisbon

101 - European Digital Bootcamps (EDIBO)

The project partners will develop and test a model to strengthen the ICT skills of young people under 30 who are not in employment, education or training. The model is inspired by the new “Rapid Technology Skills Training” developed by the World Bank and includes close cooperation with employers. Every partner of the project will organise “European digital training labs”, with ten weeks of intensive ICT training combined with other types of training like English language courses. After the training phase, participants will have the opportunity to get an apprenticeship.

Target groups:

- Young people under the age of 30 who are not studying or working, with a special focus on those aged 25-29 from disadvantaged groups (low-income, women, migrants, youngsters from rural areas)

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	THREE THIRDS SOCIETY NPO	NGO	Athens
Bulgaria	Beneficiary partner	Institute for Youth Initiatives and Innovations	NGO	Varna
Italy	Beneficiary partner	National Craftsmen Confederation Lecce – CNA Lecce	NGO	Lecce
Italy	Beneficiary partner	FORMA.LAB SRL	Private	Milan
Latvia	Beneficiary partner	Foundation for Society	NGO	Riga

Lithuania	Beneficiary partner	Integration Centre	NGO	Pilviškiai
Spain	Beneficiary partner	Polytechnic University of Valencia	Public	Valencia

EMT and the UPV sign a collaboration agreement for the dissemination of the EDIBO project



Credits: EDIBO

The Municipal Transport Company of Valencia (EMT) and the Polytechnic University of Valencia (UPV) join forces to improve the establishment of the EDIBO program in Valencia. Both institutions have signed a collaboration agreement whose ultimate purpose is the broadcasting of the EDIBO project among EMT users and the general public.

This diffusion will take place during the next two years in the period prior to the start of each bootcamp and is specified in two complementary actions: the dissemination of the promotional video on the television of the buses and the external signage of some buses. The objective is to communicate the project on a massive scale and thus be able to reach both future students and future collaborating companies.

The promotional video of EDIBO will be broadcast through the EMTv television channel (a television system owned by EMT Valencia) that uses the screens inside all the company's buses. During its broadcast, this video will have a daily audience of more than 200,000 people.

To this will be added the external signage of some buses that make their route through the city of Valencia. Bus advertising is one of the most effective in the field of external advertising because it has a high recall rate and reaches not only EMT users but also pedestrians and drivers of other vehicles.

On the other hand, in addition to contributing to the dissemination of the project, through this agreement the EMT becomes a collaborating company of EDIBO. In this sense, it is planned to study the training needs of their jobs related to ICTs, and then try to create a specific bootcamp that covers these demands.

The signing of this agreement is a clear example of the corporate social responsibility and social commitment of the EMT. Within this area, the EMT values the EDIBO project positively and considers it essential to give it the maximum possible diffusion among the general public. Besides, it considers important the creation of specific programs that cover labor demands related to digital capabilities and competences and that can adapt quickly and effectively to the reality of the productive framework.

The UPV group that coordinates the EDIBO project in Spain is very satisfied with the signed agreement. This agreement will broadcast the project on a massive scale since the EMT is a company of great importance in the area of the city of Valencia with 1,724 employees and 96.1 million travelers (according to 2018 data).

EDIBO Info Day



Credits: EDIBO

On Saturday, 14 September 2019, at the Lum – Liceo Università in Villa Mamiani, in Palermo, FORMA.LAB (one of EDIBO's partners) organized an Info Day to promote project's scope.

Participants had the chance to know the details, to deepen their curiosity and, above all, to fill in the registration forms personally and directly to start this new training course!

1st National Info-Day of EDIBO project in Bulgaria



Credits: EDIBO

On May 28th, the 1st National Info-Day of EDIBO project was held in the Graffiti Gallery Hotel in Varna (Bulgaria). During the event, organized by the Institute for Youth Initiatives and Innovations (IYII) as a national project partner, the idea of the project focused on the dramatic problem of youth unemployment in Europe was shared.

The information meeting aimed not only to present the objectives and activities of EDIBO, but also to provide a basis for the establishment of cooperation between the participating institutions involved, as well as to raise awareness among the target group (NEETs) and private enterprises operating at local and regional level.

The event was officially opened by Mrs. Polina Antonova, Chairperson of the IYII Management Board, who briefly presented the activities of the institute up to date and presented the project EDIBO and the role of the IYII in its implementation at the national level. The meeting ended with a discussion between the participating representatives of local business associations, Varna University of Economics, Varna District Administration, Municipality of Varna and Municipality of Devnya, Territorial Statistical Office – Northeast, Regional agency for entrepreneurship and innovations – Varna

(RAPIV), Varna Chamber of Commerce and Industry, Scientific and Technical Union of Varna and graduates from the Varna Commercial High School.

The most important from discussion can be summarized as follows:

It will be a real challenge for the Institute for Youth Initiatives and Innovations (IYII) in selecting NEETs especially for the 1st EDIBO Bootcamp. This comes from the fact that at the beginning of June 2019, 28 regional employment programs will be launched in all areas of Bulgaria. As shared by local government representatives during the discussion, the regional employment programs will provide work for 3 – 6 months for 2400 unemployed, including NEETs. The funds are from the active labor market policy budget of the National Employment Action Plan for 2019 of the Ministry of Labor and Social Policy. Priority will be given to people from vulnerable groups on the labor market, including unemployed young people under 29, people over 50 and long-term unemployed. The implementation of the regional employment programs will continue until the end of 2019, which will significantly hinder the selection of targets (NEETs) for inclusion in EDIBO Bootcamps.

In this case the EDIBO project should emphasize the very strong side that once the training period has ended, the collaborating companies will offer the students a practical period, after which they will be able to hire the students that cover their needs, not only for 3-6 months as the regional employment programs offer.

Another challenge for EDIBO in Bulgaria, eventually could be the highly dependent tourist seasonal employment in Varna region and the rural municipalities around. Many young people are employed for 2-3 months in the tourist sector, and then they fall into the group of NEETs due to 9-10 months they are completely unemployed, they are not currently studying or working. Here the IYII experts have specified that these youngsters can also be a project target group if they have an affinity for ICT.

The event was officially closed by Mrs. Antonova, who thanked the interest of all attendees who filled the Galleria Graffiti hall and wished for new fruitful meetings when the project was in a more advanced phase and would offer an opportunity for innovative digital training of young people 25-29 years old NEETs. All attendance received a certificate for participation.

094 - Young-ICT Women: Innovative solutions to increase the numbers of EU vulnerable girls and young women into the digital agenda

The project partners will motivate young women in seven European countries to improve their digital competence and choose a career within ICT. They will investigate the ICT skills of 1000 women and train 700 of them together with employers. The women will develop a 'learning to learn' attitude, a sense of initiative, and the social skills necessary to find a job.

Target groups:

- Unemployed young women
- Women without targeted education of profession
- Women in/after maternity leave
- Women in rural disadvantaged areas, coming from low income/disadvantaged families

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Latvia	Lead partner	Latvian Information and Communication Technology association	NGO	Riga
Greece	Beneficiary partner	Creative Thinking Development – CRETHIDEV	NGO	Rafina
Ireland	Beneficiary partner	ECDL Ireland Ltd.	Private	Dublin
Lithuania	Beneficiary partner	Baltic Education Technology Institute	Private	Vilnius
Malta	Beneficiary partner	Malta Communications Authority	Public	Floriana

Romania	Beneficiary partner	Educating for an Open Society	Private non-profit	Timisoara
Spain	Beneficiary partner	FUNDACIÓN INTERNACIONAL	PLAN NGO	Madrid
Belgium	Expertise partner	DIGITALEUROPE aisbl	NGO	Brussels
Norway	Expertise partner	European Centre for Women and Technology – ECWT	NGO	Drammen

086 - L.I.K.E. – Life Investment is the Key to Employment

The project partners will do a study on young people with mental health problems and develop new methods to help this group get an education and a job. The project partners will work together with their families, employers and mental health institutions. They will establish youth houses called 'Hidden Likes' in which the youngsters will experience a supportive environment. By overcoming isolation and increase their motivation, they will get a mentor to help them in their training for local jobs.

Target groups:

- Long-term unemployed young people aged 25-29 with mental health problems
- Roma and other minority groups
- Relatives and families of young people with mental health problems
- Local employers
- Mental health specialists

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Bulgaria	Lead partner	Association "Sustainability and progressive communication" of open	NGO	Sofia
Hungary	Beneficiary partner	Salva Vita Foundation	NGO	Budapest
Italy	Beneficiary partner	Codici Social Cooperative	Social Cooperative	Milan
Latvia	Beneficiary partner	Association PINS	NGO	Riga
Iceland	Expertise partner	Inspiring NGO (Hbetjandi NGO) HRIS	NGO	Garðabær

Norway	Expertise partner	Norwegian National Advisory Unit on Concurrent Sub- stance Abuse and Mental Health Disorders	Public	Brumundal
Hungary	Beneficiary partner	JOB Ltd.	Private	Budapest

083 - NEETs in entrepreneurship

The project partners from Romania, Bulgaria, Italy and Spain will reach out to young people that are not enrolled in education, do not have a job and do not take part in society. They will support and train them in small family businesses, so they can be motivated to create their own jobs in the local community. The project partners will use their own experiences at the local level and a methodological approach to business developed by the Junior Achievement across Europe.

Target groups:

- The hard-to-reach
- The low-skilled
- The long-term unemployed
- National authorities
- The Junior Achievement network in 35 countries

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Romania	Lead partner	Junior Achievement Romania	NGO	Bucharest
Bulgaria	Beneficiary partner	Junior Achievement Bulgaria	NGO	Sofia
Italy	Beneficiary partner	Junior Achievement Italy – Young Enterprise	Non-profit	Sesto San Giovanni
Spain	Beneficiary partner	Junior Achievement Spain	NGO	Madrid
Belgium	Beneficiary partner	Junior Achievement Europe	NGO	Brussels
Norway	Expertise partner	Junior Achievement Norway	NGO	Oslo
Norway	Expertise partner	Lyk-z & daughters AS	Social entrepreneur	Skien

Train the trainers session in Skien – preparing training program for future NEETs participants in 4 countries

During the first week of September 2019, 7 participants from the beneficiary partners of the Project *NEETs in Entrepreneurship* (JA Bulgaria, JA Italy, JA Romania, JA Spain), funded by Iceland, Liechtenstein and Norway through EEA Grants and Norway Grants, took part to the **Train the trainers' session**, organized at the office of the lyk-z & dǫtre's, expert partner.

The consortium participants learned and practiced the lyk-z method and tools specific for the FROG program, within a broader and more structured path. All the lyk-z's tools for the project were developed to evoke confidence, mastery, vigor and to strengthen the participants hope for the future.

The program was produced to give the coming trainers an understanding of the participants' experience, by letting them experience the identical training as the young NEETs will have. The representatives from JA offices were also trained by three lyk-z instructors to learn and understand important principles of co-leading and the methodology, were given tips and tricks and powerful questions to create understanding, learning and to lift the participants.

"There are events in my life that make the difference. They are few and they are special. FROG training was one of these events. It allowed me to work on my limits and strengths, focusing on them to target new goals in my personal and professional life. Impacts were impressive and emotions too. No matter the age, school level, abilities and ambitions, everyone is good to jump into the FROG program." – Alessandro Costanzo de Castro, Senior Program Manager, Junior Achievement Italy
"The FROG training for young people was included as a central pillar of the NEETs in Entrepreneurship project, delivering life-changing motivation and inspiration for young people in Bulgaria, Romania, Italy and Spain. Spending a full week mastering the intensive trainer routines and exercises taught us how to lead a room and deliver impact, and, in the long run, how to greatly improve our performance as youth engagement professionals. Now I feel ready to make the Big Leap with our NEETs and support them together with lyk-z and our JA partner teams." – Apostol Dyankov, Project Manager, Junior Achievement Bulgaria.

The consortium members ended the one week preparing session with the confidence to implement in their own countries an impactful and changemaker program, as part of the other key-activities of the project *NEETs in Entrepreneurship*. The FROG program will be a good starting point and make NEETs more ready to start of their

entrepreneurial training, by exploring their unique resources and values and finding the true motivation to make a difference, and from this create a unique business idea or get a job.

Starting this autumn, until the end of project implementation, 1,600 NEETs from Bulgaria, Italy, Romania and Spain will be involved in steps, in different educational activities, both face-to-face and/or in blended learning format, receiving training, counselling and support to acquire the knowledge and skills needed to find a job or start their own small business.

058 - Supporting Employment Platform through Apprenticeship Learning – SEPAL

The project partners will make apprenticeships and training opportunities that are better suited to the specific needs of young people who fall outside the ordinary education systems. They will train the youngsters in social enterprises, which are businesses that are more concerned with social changes than with making a profit. The model used is called WISE (Work Integration Social Enterprise), which includes a set of guidance tools. The project will also work together with local institutions and private companies which will offer internships.

Target groups:

- Young people not in employment, education or training, aged 24-29
- Young people with disabilities
- Migrants
- The low-skilled
- Drop-outs
- Teachers and mentors; Local stakeholder committees (LSCs)

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Romania	Lead partner	Bucovina Institute for Social Partnership	NGO	Suceava
Greece	Beneficiary partner	Koispe Diadromes – 10th sector at Attica Prefecture	Social Cooperative	Athens
Lithuania	Beneficiary partner	ZIPB Human Resources Monitoring and Development Bureau	NGO	Siauliai
Poland	Beneficiary partner	Szczecin Higher School Collegium Balticum	Non-public higher education institution	Szczecin
Spain	Beneficiary partner	Pere Closa Private Foundation	NGO	Barcelona

SEPAL Project 2nd Dissemination Event in Athens-Greece

September 26th, 2019 @ 10:00 – 13:00

On September 26th (10:00 – 13:00) in Kallithea / Athens (1 Afroditi Str.) the Greek SEPAL Project partners Social Cooperative of Limited Liability (KoiSPE) “Diadromes” carried out the second Dissemination meeting.

SEPAL Project 2nd Dissemination Event in Badalona-Spain

September 26th, 2019 @ 16:30 – 19:00

On September 26th (16.30 – 19.00) in **la Fede** (Carrer de les Tàpies, 1, Barcelona.) took place the second dissemination event of the SEPAL project organized by Fundació Privada Pere Closa with the participation of NEETs and local stakeholders in a world café session.

SEPAL Project 2nd Dissemination Event in Suceava-Romania

September 26th, 2019 @ 13:00 – 17:00

On 26 September 2019 the lead partner of SEPAL project, Bucovina Institute, will organize a working meeting with employers from the Suceava county.

053 - Rural Action for Innovative and Sustainable Entrepreneurship for Youth (RAISE Youth)

The project partners will make a network to work together and share their experiences and views on how young people can create their own local jobs. The partners will establish local training and production centres and use a new model called RAISE to help young people use the resources of the countryside and find new ways of working together in the local community. Older people will be called on to mentor the young, but new technology will also be used. The local communities will use the internet to sell their products and attract investment.

Target groups:

- 2000 primarily rural 25-29 year olds not in employment, education or training; Women and Roma; Non-traditional employers and sectors

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Croatia	Lead partner	GTF-Initiative for Sustainable Growth	NGO	Zagreb
Bulgaria	Beneficiary partner	Gender Project for Bulgaria Foundation	NGO	Sofia
Romania	Beneficiary partner	AUR - the National Association of Human Resources Specialists	NGO	Bucharest
Spain	Beneficiary partner	Casarrubuelos City Council	Public	Casarrubuelos
Spain	Beneficiary partner	FUNDECYT Science and Technological Park of Extremadura	Private	Badajoz
Austria	Expertise partner	Goodworks Innovation Agency EWIV	Private	Eschenau
Croatia	Beneficiary partner	City of Gospic	Local Government	Gospic

041 - Active Youth Entrepreneurship Network

The project partners will make a network to work together and share their experiences and views on how young people can create their own jobs. The partners will help young people get in contact with local entrepreneurs and assist them in creating their own business ideas. The youth involved in the projects will get an experienced mentor and will be trained to become entrepreneurs. The project will also have positive effects on the local economy in the participating regions.

Target groups:

- Young people not in employment, education or training, aged 25-2
- Entrepreneurial support communities
- Experienced mentors

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	Hellenic Management Association	Private non-profit	Athens
Bulgaria	Beneficiary partner	Regional Agency for Entrepreneurship and Innovations Varna	NGO	Varna
Croatia	Beneficiary partner	Cluster for Eco-Social Innovation and Development	NGO	Split
Italy	Beneficiary partner	Tecnopolis Science and Technology Park	NGO	Valenzano
Romania	Beneficiary partner	IPA-Research and Development, Engineering and Manufacturing for Automation Equipment and Systems	Private	Craiova
Norway	Expertise partner	International Development Norway	Private	Trondheim

027 - Find your way to the world of work

The project partners will learn from each other how to improve the chances of disadvantaged youth to get an education and a job. The aim is to increase the skills of participants through various personal services. Employers will be assisted to strengthen their motivation to hire a more diverse workforce.

Target groups:

- 15-29 years old disadvantaged youth, with completed primary education
- Roma
- Employers who want to diversify their workforce
- Schools that will introduce new pedagogical tools and attitudes towards disadvantaged and Roma youth

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Hungary	Lead partner	Autonomia Foundation	NGO	Budapest
Bulgaria	Beneficiary partner	Trust for Social Achievement Foundation	NGO	Sofia
Bulgaria	Beneficiary partner	Arete Youth Foundation	NGO	Sofia
Romania	Beneficiary partner	Association 'Caritas-Social Assistance' Branch of Caritas Alba Iulia Organisation	NGO	Târgu Mureș
Spain	Beneficiary partner	Foundation Secretaria do Gitano	NGO	Madrid

Project launch event and conference on the education skill development and employment of disadvantaged youth.



Credits: Find your way to the world of work

Autonomia Foundation organised a conference on the 20th of September in Budapest, focusing on the employment of disadvantaged youth and introducing the “Find your way to the word of work” project.

While labour shortage in many Central-Eastern European countries raise the chances of disadvantages youth for successfully entering the labour market, still many young people face difficulties after completing vocational education. The situation can be further developed by the joint effort of employers, vocational schools and development initiatives.

Experts and project partners had been invited to talk about their good practices – in Hungary as well as in other European countries.

The event had been opened by the Olav Berstad, Norway’s ambassador to Hungary and Dominique Bé, the expert of the Directorate General for Employment Social Affairs & Inclusion.

A leading sociologist of the Budapest Institute hold a keynote speech on the educational and labour market situation of disadvantaged youth in Hungary and Europe.

Autonomia Foundation presented the approach and aims of the “Find your way to the word of work” project - vocational education, skill development and employment of disadvantaged youth in four European countries as well as the methodology and

results of a closing project on the employment of highly educated Roma youth in the corporate sector.

An expert of the Central European University had been invited to briefly explain the impact assessment of the previous employment program.

Representatives of the partner organisations of the “Find your way to the word of work” project as well as educational experts and employers had been invited for a roundtable discussion of major issues and good practices.

The event attracted a 50-member audience and received a rather positive feedback.

008 - Youth employment partnership – evaluation studies in Spain, Hungary, Italy and Poland

The project partners aim to cooperate in the evaluation of two different forms of employment initiatives targeting youth in Spain, Hungary, Italy and Poland, support other researchers in doing such evaluation studies, and promote the use of such studies to policy-makers. As a result, youth employment policies can become more effective.

Target groups:

- Researchers evaluating public policy with administrative data
- NGOs working with youth
- Policy-makers implementing youth policies
- Young people who would benefit from improved youth policies

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Poland	Lead partner	IBS- Institute for Structural Research	NGO	Warsaw
Hungary	Beneficiary partner	Budapest Institute for Policy Analysis	Private	Budapest
Italy	Beneficiary partner	Collegio Carlo Alberto	NGO	Turin
Italy	Beneficiary partner	The National Institute for the Analysis of Public Policies – INAPP	Public	Rome
Spain	Beneficiary partner	Foundation for Applied Economics Studies – FEDEA	NGO	Madrid

Spain	Beneficiary partner	The University of the Basque Country	Public	Leioa
France	Expertise partner	Paris School of Economics	Public	Paris
Norway	Expertise partner	NHH Norwegian School of Economics	Public	Oslo
International Organisation	Expertise partner	World Bank	International Organisation	Washington DC

Conclusion: “the best of” this issue

Talent show “What is your talent?” for children and youngsters with hearing problems



Credits: CODE – Competence Opportunities for Digital Employment

CODE students volunteered in the organization of the event, supported by Latvian Association of Hearing Impaired people SADZIRDI.LV, in cooperation with charity organization #“Palīdzēsim.lv”#. They organized a talent competition for hearing impaired children and youngsters “What is your talent 2019?” on August 4 in Riga, Culture Palace “Ziemeļblāzma”.

More info at:

https://creativeeurope.digital/news/?post_id=29&title=talent-show-%E2%80%9Cwhat-is-your-talent%E2%80%9D-for-children-and-youngstres-with-hearing-problems

<https://www.facebook.com/projectcodehrda/>

<https://www.flickr.com/photos/68611838@N03/albums/72157710108664367>

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