

Fund for Youth Employment



Credits: RAISE Youth

Youth Employment Magazine



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Editorial

Dear Friends and Readers,

Our 7th issue comes in a very particular period. Our lives, in terms of our personal relations, our works, our habits, are trying to refill our routines with “normality”. Normality, a word which is, in reality, a paradox: we would like our normality being promptly back, and that’s what we are seeking to, but – inwardly – we are aware that more likely nothing will be the same as before the outburst of the pandemic COVID 19 from spring 2020.

Normality, in the way it was conceived, is no more a characteristic of our habits: we have been forced to get used to restrictions, we cannot travel as before, we have to limit physical activities. We all know, since we are all involved, that we must find new way of “normality”.

The new upcoming challenge ahead us is exactly this one: re-adapting our work and our projects’ activities to the actual concept of redefined normality.

The positive aspect resulting from this challenge is that **youth** can be part of the solution, in spite of being, most likely, the most penalised during the lockdown! Young people, as you have got acquainted and learnt by implementing your projects, can help us in readapting the required solutions to the new challenging situations that this difficult period has imposed; situations that will continue being part of our future.

It is back last year when we welcomed the idea of a **Baseline Study**, a snapshot of youth unemployment situation in the 15+3 Youth Employment Fund beneficiary countries. As explained by the author, Iván Martín, *The Baseline Study*, from today available on our website, *can be a departure point for an analysis of the youth employment context in each of the project’s intervention target countries (with 2018 used as the baseline) and as a measure of the perceptions and understanding of participating partners with respect to the main challenges and policy interventions affecting youth employment in their respective countries.*

Why am I mentioning the Baseline? It is not only because I’m pleased to present the final result of a long work, but also – and especially – because I would like to invite all of you to consider and possibly to use these analyses as a starting point for future solutions, by having in mind the challenges we are all facing, noting the specificities of each country.

2018 has been the departure point: the year when your projects were finally conceived and designed. The data presented in the Baseline Study can be used for research and/or study purposes, while harmonising the whole Programme overarching the Youth Employment Fund. We have promised you that the study would have been available by spring 2020: we all know what, regretfully, has hindered our mission. The pandemic caused by the spread of Coronavirus has not only produced sanitary alarms: it has alerted and threatened the whole world of research,

in consideration of the sudden uncertainties due to a situation never experienced before and of its related consequences still under analysis.

2019 has been the year of study and research, of data collection, of experimentation: this Baseline Study is the first result, presenting the unemployment situation in the YEF countries as a whole.

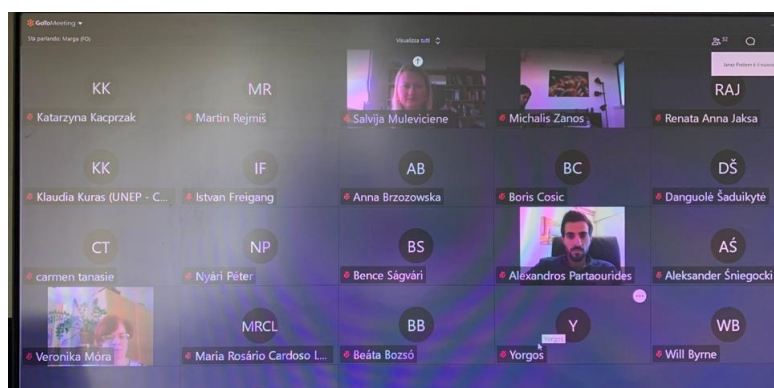
2020 is the year of change: the data referring to 2018 and 2019, most likely, cannot be mirrored with respect to 2020. The Covid-19 impact and consequences related to youth employment are still under analysis by the whole international community. That is why we have decided to continue our mission: another analysis, specifically focused on the impact of Coronavirus on youth employment, will follow, as a natural sequel of our Baseline Study. The author, our Spanish Youth Employment Expert Iván Martín will, once more, give you the space for possible considerations and projects' contributions, to shape a Covid-19 Annex to the actual Baseline outlining pandemic impacts and the related new challenges.

Therefore, please use our YE MAG e-mail (themag@youthemploymentmag.net) to convey any additional reflection and/or contribution to Iván to develop this additional important step.

Our Baseline Study is therefore not only a source of analysis and of data transposition for research; it can and should be, at the same time, a starting point for a reflection towards the future.

What is changed now? Or, better, what can we change? How can we accompany and insert youth in the new, changing and challenging, work sector?

One possible answer, at least so far, is investing in digital. **Digital youth** could be the future, or simply the natural consequence of what we have been living. Youth has readapted their lives to the new demands - e.g. smart-working, online courses and lessons, online trainings, online workshops, etc. - and we could and should do the same with our projects. A communication package is just a "package": what is inside can be, or has to be, readapted with creativity following what you all have already started to do during this recent period of reinvention.



A simple example of a FO's online meeting, showing how anyone of us is readapting to the actual needs. Even if online, the FO, on behalf of FMO, is by your side

As it will be shown by the following articles by some of our projects, the conditions created by Covid-19 have generated uncertainties, affected economic activities, people's lives and behavioural patterns in various ways (please have a look and read how project NESET presented these concepts). What we would

like to do, pushing and soliciting you to do, is to find positiveness, keeping reinventing our habits.

Let's try, as much as we can, by inventing smart solutions for our youth workers, to shape active positive youth, instead of a passive youth sitting behind a personal computer.

For sure, we will have to keep updating our skills, readapting them to our specific target groups, exploiting the potentials of digital education and ICT tools, using them as an alternative but efficient tool to reduce unemployment. Youth can easily readapt to this changing society, shaping a digital citizenship together with their critical thinking.

Online environment is forcing us to be more accountable, but it also needs inspiration and pluralistic ideas.

Our mission is to help our entire society to keep on constructing a strong digital community, following the recent changes which will accompany us on our path.

Our positiveness and inspiring solutions can be mirrored also online!

I'm looking forward to seeing how our Family will adapt to this new reality, and I'm sure that, after summer, positive vibes and ideas will come!

Among the positive vibes we would like to share with you, I'm happy to announce that the Fund for Regional Cooperation, your "brother", will start running from September. A parallel website is under construction, and a new Online Magazine will shortly come to life: our Family is further expanding, and I'm sure that anyone of us will have the chance to exchange good practices and new ideas.

Gian Luca Bombarda



A message from the Fund Operator

The FO, writing on behalf of the whole FMO, recalls an important supportive measure

Taking into consideration the current extraordinary circumstances, the Donors of the EEA and Norway Grants decided on modifying the co-financing requirement for organisations with NGO status. The rationale behind this waiver is to free up resources for NGOs and remove the pressure to raise funds during this difficult period of global pandemic. To this end, each project partner of NGO status under the Fund for Youth Employment can now provide all required contribution in-kind in the form of voluntary work.

The FO follows this decision and supports the NGO partners, who decided on benefitting from this waiver, in preparing budget changes encompassing this possibility. We designed a calculation method for the NGO partners to assess the maximum available value of in-kind contribution. And we gladly host on-line meetings to clarify any doubts. Of course, such budget modifications mean additional work for both partners and our FO team now, but we strongly believe this effort will profit in the future and truly improve the situation of NGO partners. Also, many consortia use this opportunity to revise their budgets after the lock-down months and modify them to efficiently use the grant in our new reality.

Malgorzata Nowak
FO Fund Manager



Covid-19, Youth (un)employment, success and future: our projects' and experts' thoughts and initiatives

Is youth a key trait of successful entrepreneurs?

In early March 2020, the new **Global Entrepreneurship Monitor (GEM)**¹ report came out. Firstly developed by two leading scholars from London Business School and Babson College in the United States back in 1997, GEM is now considered to be the world's leading study on entrepreneurship. The most significant and well-known indicator published by GEM is probably the total early-stage entrepreneurial activity (TEA). TEA is the percentage of individuals between 18 and 64 years old that are either nascent entrepreneurs or own a business. High or growing TEA is widely considered a sign of a dynamic economy with a favorable business environment that fosters employment and productivity. On the other hand, however, high TEA might also indicate a lack of alternative income opportunities.

When it comes to Europe, the GEM 2019/2020 global report brought a few surprises, especially concerning age and entrepreneurship. In all but two Member States, entrepreneurial activity increases with age and then declines. Specifically, young adults between 25 and 34 years old are the group with the highest TEA. So, what do Sweden and Greece instead have in common? Interestingly, they are the only European countries, where TEA is the highest for the age group 18 to 24. In Greece, especially the entrepreneurial activity of the population aged 25 to 34 is only half the one of individuals under 25. While this could be a positive sign if we consider the risk tolerance, passion, and dynamism of very young people, one might argue that they lack connections, knowledge, and experience.

In general, is youth a key trait of successful entrepreneurs? Sadly enough, no.

A new study led by MIT researcher Pierre Azoulay, and recently published by the American Economic Review shows that successful entrepreneurs are not young.² Azoulay and his colleagues looked at 2.7 million founders that went on to hire at least one employee in the United States between 2007 and 2014 and calculated that the mean age for the entrepreneurs at the time of founding was 41.9. When they then looked at mean founder age for the 1 in 1,000 highest growth new ventures, it was even higher: 45 years old. At least in the US, the most successful founders seem to be middle-aged, and entrepreneurs in their early 20s have the lowest likelihood of creating a 1 in 1,000 top growth firm. While we wait for academics to replicate this

¹ <https://www.gemconsortium.org/file/open?fileId=50443>

² <https://pubs.aeaweb.org/doi/pdf/10.1257/aeri.20180582>

study in Europe, significant implications for youth program designers worldwide can already be drawn.

Although incredibly successful 20-year-old founders like Bill Gates and Mark Zuckerberg are on everyone's lips, they represent exceptional cases rather than the rule. Youths' advantages, such as energy and originality, might never be funnelled into fruition if the right support mechanisms are not in place. Because it is well understood that social, human, and financial capital accumulates with age, often talent alone does not cut it. Youth self-employment programs need to operate in a way that compensates those deficits by providing multi-component interventions that support young aspiring entrepreneurs in building social networks, enhancing their skills, and gaining facilitated access to finance. For example, the Foundation Autoocupació in Spain developed a mentoring program, where experienced entrepreneurs and professionals share their know-how for a year as volunteers to help young entrepreneurs to develop their competences for their business consolidation and growth.

Giulia Parola, *Munich Business School*
Our Expertise Partner



Perspectives on Youth Employment in Europe (n. 5)

A new start

On the 1st of July, the European Commission launched its new blueprint in the field of youth employment: the [Youth Employment Support](#), a wide ranging programme which will invest €22 billion in labour market integration of young people throughout the European Union over the next seven years³.

The main objectives of the new initiative are as follows:

- To widen and reinforce the Youth Guarantee through the new Bridge for Jobs programme⁴, making it more inclusive and reaching out to discriminated groups such as youth of racial and ethnic minorities, young people with disabilities, or young people living in some rural, remote or disadvantaged urban areas. It will also extend its coverage to young people from 15 to 29 (up from 25 now)⁵; as for the Youth Guarantee, the aim of the Bridge to Jobs is that a young person can take up a quality offer of continued education, apprenticeship, traineeship or a job within four months of becoming unemployed or leaving formal education. During these four months, the young person should be made aware of all the options they may have and be guided towards an offer.
- To ingrain the green and digital transitions in the DNA of the EU's youth and employment policies, thus supporting the ambitious economic and social transformation at the heart of the European Union strategy for the coming years, the so-called *Green Deal*.
- To improve the skills matching between the needs of employers and the skills supply of workers, making the economy more efficient and improving the return on investments in education.
- To give a boost to vocational education and training (VET) throughout the European Union, making VET systems more modern, attractive, flexible and fit for the digital and green economy, and more apt to support young people in preparing for their first job and adults to enhance or change their careers⁶.
- To expand the European Alliance for Apprenticeships (which has made available more than 900,000 apprenticeship opportunities) through by promoting national coalitions, supporting SMEs and reinforcing the involvement of social partners: trade unions and employers' organisations.

³ See Communication COM/2020/276 final from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, "Youth Employment Support: A Bridge to Jobs for the Next Generation", <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1594047420340&uri=CELEX%3A52020DC0276>.

⁴ Proposal for a Council Recommendation on A Bridge to Jobs - Reinforcing the Youth Guarantee and replacing Council Recommendation of 22 April 2013 on establishing a Youth Guarantee, <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1594047695309&uri=CELEX:52020DC0277>.

⁵ See Perspectives on Youth Employment in YEM n° 3 for a Youth Fund projects partners insights into the main Youth Guarantee shortcomings.

⁶ Proposal for a Council Recommendation on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience, <https://ec.europa.eu/social/BlobServlet?docId=22780&langId=en>.

- Additional **measures to support youth employment** include employment and start-up incentives in the short term, and capacity building, young entrepreneur networks and inter-company training centres in the medium term

Bridge for Jobs

The new initiative comes at a time when the coronavirus crisis has swept away overnight all the progress made in terms of youth employment in Europe since the peak of the crisis in 2013⁷. It had taken six years for the average youth unemployment rate to get back below the pre-crisis levels (EU-27 15-29 youth unemployment went up from 11.9% in 2008 to a peak of 19% in 2013, to go down to 11.4%, just before the pandemic hit). Now all indicators show that it will quickly spike up in 2020 as a consequence of the crisis. But the COVID-19 has also prompted the European Union to take unprecedented measures to jointly respond to the crisis, and has contributed to put youth employment at the heart of EU economic strategy. The new EU budget for the 2021-2027 period, as well as the ambitious €750 billion “NextGenerationEU” package, both agreed on the 21 July by the EU Council⁸, will ensure sufficient financial resources required to implement this initiative over the next years. On the short term, the REACT-EU programme will add €55 billion to the ongoing 2014-2020 cohesion policy programmes⁹, topping-up the European Social Fund and mobilizing new funds for youth employment initiatives. One of the distribution criteria of this new budget will be the effect of the ongoing crisis on youth employment.

The challenge now is to ensure that implementation modalities set the path for success and translate into concrete opportunities for the more than 2.8 million young (under 25) unemployed people in Europe. And for this, a crucial issue is to involve in the Bridge for Jobs initiative, along public employment services, civil society organizations active in the field of employment such as the 200 EEA and Norway Youth Fund project partners, which are the main source of innovation in searching for new ways of dealing with youth employment issues.

Iván MARTÍN

Our Spanish Youth Employment Expert



⁷ See the Baseline Study published as an Annex to this YEM issue for a snapshot of the situation in 2018, as well as Perspectives on Youth Employment in YEM n° 5 and YEM n° 6 on the impact of coronavirus on youth employment.

⁸ <https://www.consilium.europa.eu/media/45109/210720-euco-final-conclusions-en.pdf>

⁹ For basic information, see https://ec.europa.eu/commission/presscorner/detail/en/qanda_20_948

Reactions of the YE Projects to Covid-19

Challenges during the coronavirus pandemic A study regarding the impact on the SEPAL Project's team

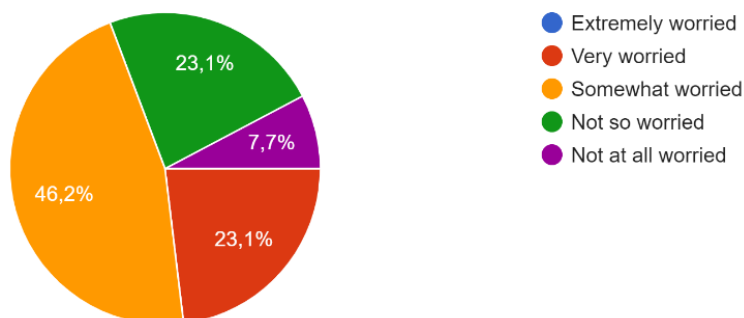
Over the past two months, we have often heard the expressions “self-quarantine”, “social distancing”, “**remote work**” or “**working from home**”. The coronavirus pandemic has created a multitude of unique and new challenges, making it important to find new ways to work and to communicate with our colleagues and partners while taking care of our mental health and well-being, too.

Unfortunately, working from home became a forced necessity rather than an individual choice in many countries around the world, including **Romania, Greece, Spain, Lithuania and Poland**. Working from home represents a new experience for numerous people and the circumstances in which they are working and living at the same time are unusual for the majority of them. Our routine has changed and this situation affected us, causing anxiety or stress, but we kept in mind that **social distancing does not mean social isolation**. Therefore, we **communicate through online instruments**, trying to be as efficient as we can and even more productive than before.



Credits: SEPAL

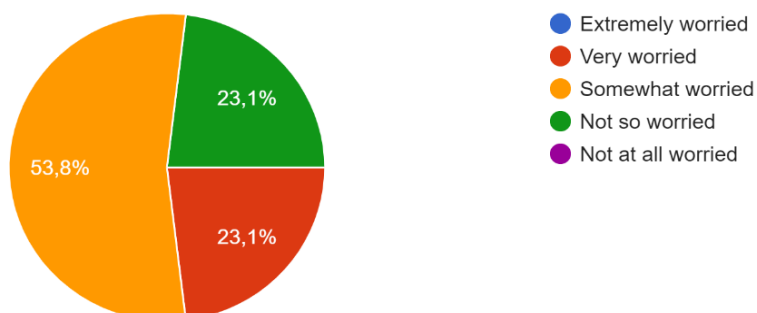
Bucovina Institute, partner within the SEPAL Project conducted a research among the SEPAL team's members, including WISE experts, ICT Specialists, Project Managers and Communication Experts. The purpose of this research was to evaluate the **impact of the coronavirus pandemic on the SEPAL team**. 13 persons from **Romania, Greece, Spain, Lithuania and Poland** answered to our questions regarding the personal impact and the professional one.



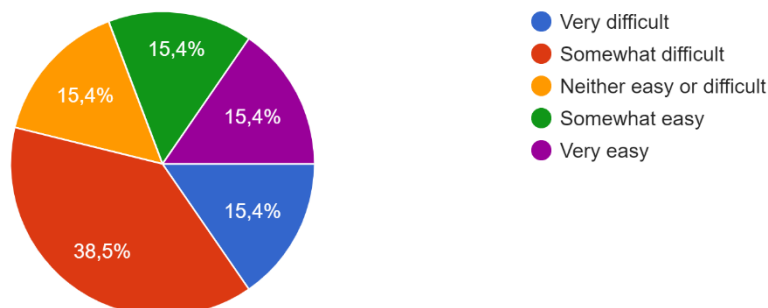
Credits: SEPAL

respondents declared that are *somewhat worried* (46,2%) and three of them *very worried* (23,1%), meaning that only four of the respondents manifest little (23,1%) or no concern at all (7,7%) regarding the influence of the coronavirus personally.

Needless to say, our work within the SEPAL Project it is affected, too. Given the fact that our work largely involves face-to-face meetings with the NEETs, the employers, the LSCs and also with the local partners or the project partners, we had to adapt to the circumstances, adopting different ways of working. This means that we have been communicating and working online using different tools available for free on the internet. Asking the SEPAL Project's members about the **impact of the COVID-19 pandemic on our team's work within the SEPAL project**, we observed that they are all worried about their work on the project, some to a small extent, others to a large extent. 53,8%, meaning seven of them affirmed that they are *somewhat worried*, three of them (23,1%) are not so worried and another three (23,1%) are *very worried*.



Credits: SEPAL



15,4% declared that is *very difficult* to work efficiently in this manner, 38,5% -

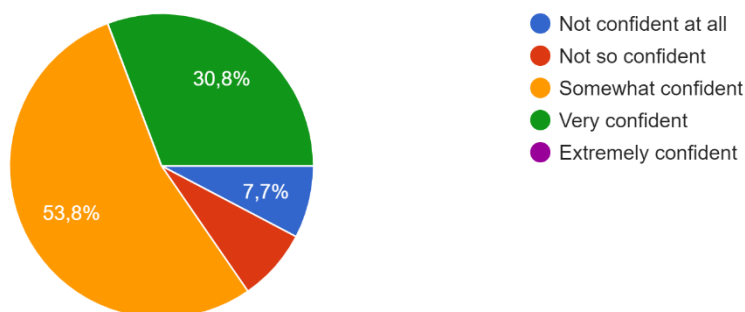
As we have mentioned above, this challenging period has changed our lifestyle, preponderantly regarding our work and our relationships and it will possibly change our values and our habits, too. Therefore, concerning the **impact of the coronavirus pandemic on the SEPAL Project's team members' personal life**, six of the

The SEPAL team has strived to be as **efficient** as before during this time of crisis, working online with the young people registered in the project. However, most of them **encountered difficulties**.

somewhat difficult, 15,4% *neither easy or difficult*, 15,4% - *somewhat easy* and 15,4% - *very easy*.

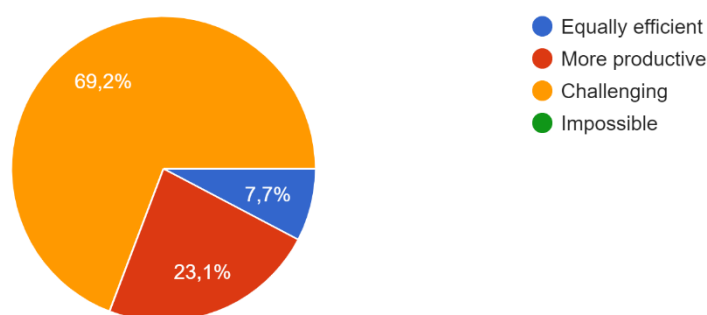
Fortunately, our team has a sense of **confidence** when it comes to supporting NEETs during this period. Self-confidence is vital in almost every aspect of our lives, yet many people struggle to find it. It is important for us, as WISE experts who interact directly with the NEETs to convey confidence around us. **NEETs need encouragement** because most of them have problems with self-esteem and this is why we must emanate confidence when we speak to them.

Thus, 4 of our team members are very *confident* regarding the support they can offer to the young people, seven of them are *somewhat confident* and only two of them are not so optimistic, marking *not so confident* and *not confident at all*.



Credits: SEPAL

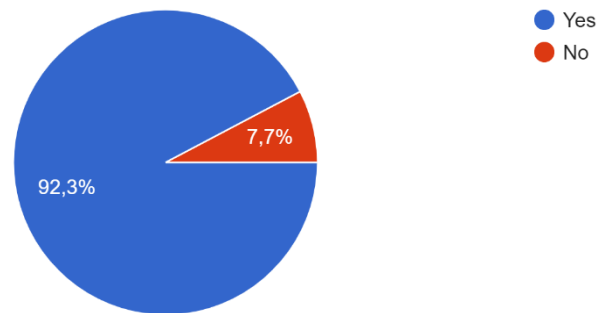
When we bring into discussion the work from home, it is well known that this concept has become more popular in the last two months. **Remote work** was and still is a requirement in order to prevent the spread of the virus or to protect ourselves from it, but it still comes with its challenges. Working remotely means distractions and some people might have trouble detaching.



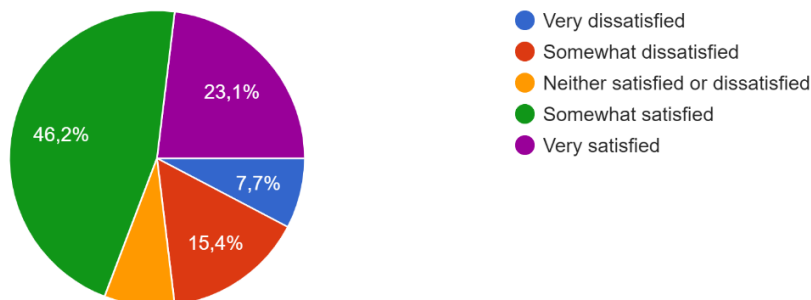
Asking the SEPAL team how they would describe their **"working at home"** activity compared to the normal work location, 69,2% chose to characterize it as *challenging*, while 23,1% affirmed that their work is more productive and 7,7% - equally efficient.

Credits: SEPAL

Another important aspect, which brings a lot of benefits, is having a **dedicated workspace** at home which separates your professional life from the personal life. Working in an office environment means that it will be easier to distance from the temptations, to focus, to mentally get into a working mode and to create a balance between personal and professional. A separate room that assures the necessary privacy, with natural light, clean and organized it would be ideal for you to work from home. 92,3% of the SEPAL team has a dedicated workspace at home.

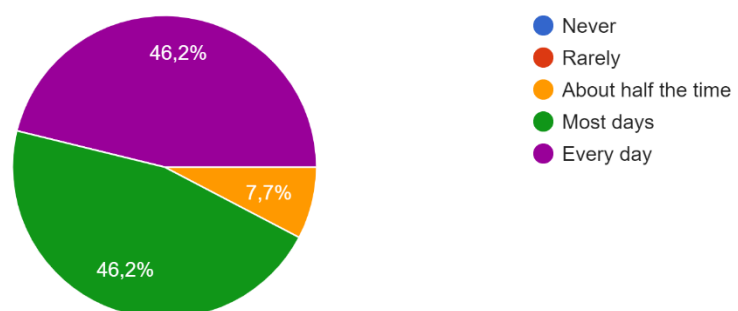


Credits: SEPAL



Concerning the satisfaction of the current home arrangement, 7,7% are *dissatisfied*, 15,4% - *somewhat dissatisfied*, 7,7% - *neither satisfied or dissatisfied*, 46,2% - *somewhat satisfied* and 23,1% - *very satisfied*.

Setting a schedule, having clear guidelines will help workers **maintain a work-life balance**. Routines are very important regarding this aspect, but so are the rules that need to be established with other people in your home. The children need clear rules about what they can or cannot do during the working hours. If you do not take these things into account, your work productivity may suffer. Fortunately, our team manages to **keep a regular working schedule at home**, 46,2% - *every day*, 46,2 % - *most days* and 7,7% - *about half of the time*.



Credits: SEPAL

After asking the SEPAL Project team to name three challenges that they are currently facing while working remotely, we managed to make a top five regarding the biggest challenges:

#1 GENERAL ANXIETY ABOUT THE IMPACT OF CORONAVIRUS**#2 SOCIAL ISOLATION****#3 PHYSICAL WORKSPACE****#4 COMMUNICATION WITH COWORKERS****#5 INTERNET CONNECTIVITY**

In the end we collected some best practices from our colleagues from Romania, Greece, Spain Lithuania and Poland. We concluded that we have **to take each day as an opportunity, to learn something new and to evaluate our work, realizing action plans**. More than this, where work can be done online, we should use the available tools for **communicating with our colleagues, partners, stakeholders and NEETs, to establish and respect a work schedule**.

To keep in touch with the NEETs and to offer them the necessary **support and motivation** is also important during this period.

The final message is: **KEEP CALM! DO NOT PANIC! DO NOT STRESS!**

Love in the Time of Cholera or how to counsel NEETs in the time of the pandemic

How is the famous novel by the Nobel prize awarded author Gabriel Garcia Marquez related to the **YOUTHShare project**? An undisputed catchy title is only the surface; beyond that, emerge the passion, the strenuous effort and the care for the human fellow.

The Key Account Managers of the YOUTHShare Transnational Employment Centre took on their duties during the most difficult period faced by our societies in recent years. The branches of the Transnational Employment Centre are moreover established in the Southern European countries that are already affected by a deep economic recession. The methodology that they were called to implement, designed in previous stages of the project, entailed a customised counselling strategy with each NEET based on a series of face-to-face meetings.

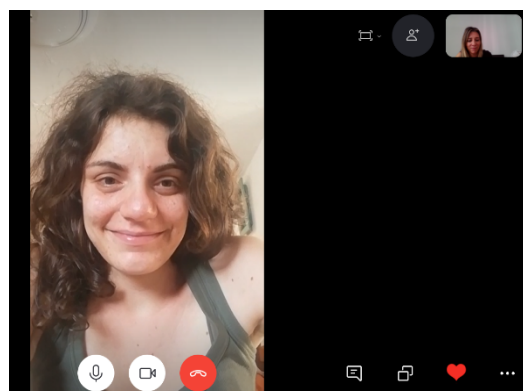
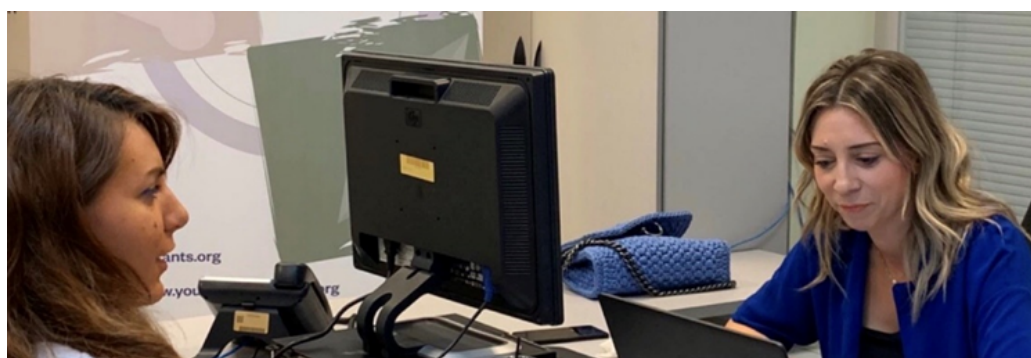
The Covid-19 crisis and the social distancing measures affects profoundly not only the employability of NEETs but the counselling efforts with them. But the staff of the YOUTHShare Transnational Employment Centre branches in Greece, Cyprus, Italy and Spain, make ends meet driven by their care for the most vulnerable members of our societies. The Key Account Managers facing unprecedented challenges acted immediately to address the hesitation of young people to join the counselling meetings.

Anna Goudi, Key Account Manager of the Greek branch noted the increased dissemination through social media. A Facebook and Instagram campaign launched a constant flow of informative content and increased the awareness of the project among the target group. At the same the branch focused on meetings with stakeholders. The Greek Manpower Employment Organization, the Municipality of Kifissia, the University of Western Attica, the Greek Centre of Social Research, the Cities' Network were informed agreed to promote YOUTHShare through their networks. "During the last months we managed to organize safely some face-to-face meetings with Greek employers. One of them noted his interest because, new minds bring fresh ideas which are needed nowadays to handle the COVID-19 crisis. The branch operates as a career office welcoming NEETs for counselling, despite the circumstances.



Credits: YOUTH Share

The staff of the Greek branch meeting online with Stakeholders



Credits: YOUTH Share

The Greek Key Account Manager in face-to-face and online counselling meetings with NEETS

Anna Michael, leading the **Cypriot branch** as Key Account Manager stressed that the initially planned face-to-face communication strategy could not be implemented. “This situation, however, made us realise that young people need the services we have to offer to them, now even more. This is why we have intensified our one-to-one meetings with young individuals and/ or groups of young people coming from different youth organisations. Through these meetings, I had the chance to get to know the dreams of a 26-year old African person, to understand the vision of a 25-year old Cypriot person who wishes to start their own business and to listen to the concerns of other young women regarding their future”. The past few months lead the staff of the Cypriot branch to realise that an outreach approach is not only about finding people and meet with them once. An outreach approach is an ongoing process of learning, connecting with people and re-evaluating information in order to adapt to the current reality and grow both at a personal and a professional level.



Credits: YOUTH Share

The Cypriot Key Account Manager meeting with NEETs

For the **Italian branch** the Key Account Manager, **Maria Cristina Porfidio**, highlights the two-sided outreaching strategy. “It involves at the same time enterprises and organisations dealing with the youth unemployment, in order to collect useful information and feedback for the project implementation. In that framework, we held formal and informal meetings to focus on the development of the branch and establish methodologies that will be institutionalised in long term by the local Private and Public Employment Service. We recorded a proactive response from the business sector and the public employment service”. The Key Account Manager points out, however, the NEETs’ concern about their future after the training and internship programme implementation. Soothing those concerns appears to be the most demanding activity in the near future.



Credits: YOUTH Share

Using a blended interaction method (face-to-face and online) the **Spanish branch** of the Transnational Employment Centre held its **1st interaction with stakeholders on the 7th of July**. 12 speakers in total attended the meeting, including representative from the Murcia City Council, the two universities of Murcia (UCAM and UMU), the Municipal Initiatives Centre, the Regional Employment Services, the Regional Development Institute, the Labour Union (CCOO), Vocational Trainers and Young Entrepreneurs. **Mari Galiana Badenes** notes that “during the event we had the opportunity to discuss and talk about the difficulties on job finding for young people, the current crisis. The YOUTHShare project is a good tool, able to strengthen NEETs’ social and emotional skills and to help them integrate in the labour market”.



Credits: YOUTH Share

The Power of Collaboration

The Covid-19 pandemic crisis, apart from the fear for life, the anxiety for the future and the sorrow for the losses across the world, has also triggered essential solidarity and a movement of sharing in any field one can think of. Scientific research in Life Sciences has been the most obvious field of solidarity action. Indeed, medical, biological and pharmaceutical research has been at the forefront of this battle against the corona-virus. From front-line medical staff to researchers working to deliver effective medication as soon as possible, Life Sciences gave the major battle against a life-threatening danger.

The call for help, however, has been universal and all sciences contributed; from statistics, to mathematics and social sciences. The YOUTHShare project, being a rendezvous-point of a number of disciplines, activated its team of researchers and delivered the [Covid-19 Regional Labour Dashboard](#) and the [Covid-19 & Labour in Southern EU Regions](#) website, which was further developed in collaboration with Social Innovators project. Their innovation and contribution lies with the regional perspective the Covid-19 cases in conjunction with the labour and, more importantly, NEET statistical trends. Purpose of this endeavour is the early identification of the way that the pandemic and the lockdown measures will affect, in the near future, the vulnerable members of our societies; in other words, the young NEETs.

The reception of this effort has been phenomenal, including pieces published in local and nation-wide media, the inclusion of the effort in the Covid-19 projects' list by the Greek National Documentation centre and extensive promotion in social media by interested individuals. Two instances, however, stand out.



The first is the featured article by *Efimerida ton Syntakton*. The Greek nationwide newspaper devoted the central piece, extending to three pages, and the cover page of the Weekend 23-24 May issue to the YOUTHShare project, with a detailed analysis of the Covid-19 Regional Labour Dashboard. The piece, in addition to the description of the project and a long interview with the Principal Investigator, Dr Stelios Gialis, focuses on the labour contracts in suspension in Southern Europe as a determinant of the future impact of the pandemic on employment rates. The expressive subtitle used by the journalist to stress the concern of all of us: “The descendants of the baby-boomers will live in worse conditions compared to their parents”.

Credits: YOUTH Share

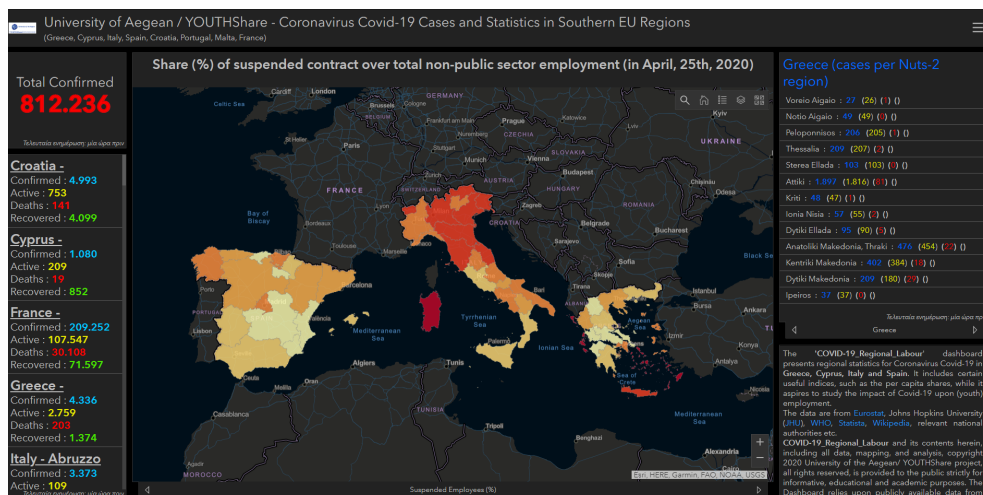
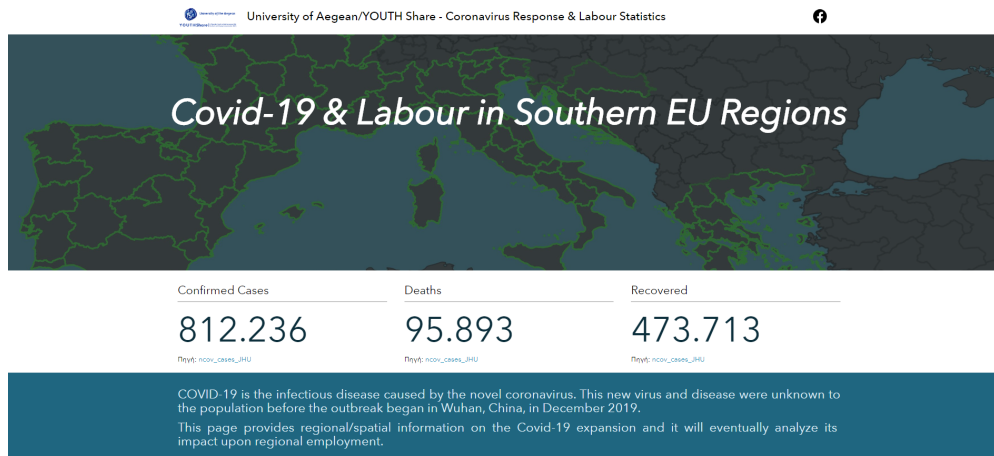


Credits: YOUTH Share



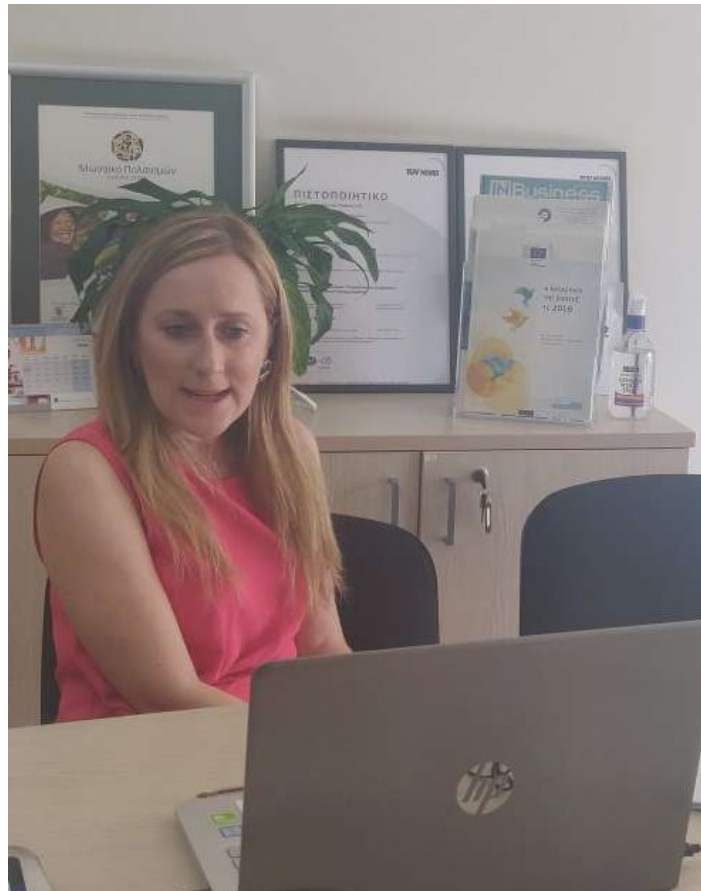
The second special citation of the YOUTHShare project and the Covid-19 Regional Labour Dashboard comes from the developer of ArcGIS software used in the Dashboard, ESRI company. In [ESRI UC virtual conference 2020](#), the developing company mentioned the effort of the Dashboards' research team among the most

significant uses of the ArcGIS software. This is a major acknowledgement with world-wide outreach given the leading role of ESRI in the geo-data industry. The major recognition received in all the above instances is nothing more than the acknowledgement of the power of collaboration.



Credits: YOUTH Share

NESET Project Partners reactions to the Covid-19 pandemic



Credits: NESET

Bulgaria (VCCI – Todor Todorov, project.aybg@gmail.com, Cluster ISBSTB – Ekaterina Ignatova, ekignatova@abv.bg, Tora Consult – Ralitsa Todorova, todorova.ry@ghmail.com)

The requirements for social distancing, wearing masks and sanitising the premises make the delivery of the trainings more costly. We are responsible for the training of 60 people in Bulgaria and make our best to deliver the training sessions face-to-face because of the specifics of the training. We have to divide the trainees into groups of 15 persons and make more training sessions, than envisaged primarily.

On the other hand, we have a lot of applicants for the trainings and the following activities since all graduates from the tourism college and the Bachelor and Master degrees in the Tourisms from the higher schools and universities cannot find a job, neither can they start their own business, and are actually NEETs and eligible for our youth support activities. We intend to compensate the higher costs for the trainings from the budget for business trips and using more voluntary work, following the co-financing waiver offer from the Fund Operator.

We are also willing to make changes in the mobilities that follow the trainings since we are concerned about the possible international travel bans in late 2020 and the months to follow. If this were the case, we would try to arrange mobilities between the summer “sea” staff and the winter “ski” staff but inside Bulgaria.

Croatia (Association ECHO – Melanija Mežnarić, melanija.meznarić@echo-udruga.hr & VEGORA – Violeta Crnogaj, violeta.crnogaj@vegora.hr)

Due to the pandemic caused by COVID-19, we were unable to organise National publicity event with all relevant stakeholders, which was foreseen for the first quarter of 2020. We will hopefully be able to organise events this autumn. We will use them for the dissemination of the project, invite local and national TV and radio stations and also use it as an additional tool to attract the target group.

In addition, currently we cannot organise face to face trainings for the NEETs as NESET target group. We have conducted first set of trainings in the beginning of July and we will continue with this activity in September. Having in mind that in the last few weeks the registered numbers of COVID-19 positive cases is raising and that our government is resuming back some of the measures, we will probably continue to organise the trainings online.

We are not so sceptic about the implementation of the trainings, as we are for the mobility activities. There is an order from the Ministry of education and science, that prohibits all international travel for pupils and students. Our government is stating that it is preferably also to implement this order in all travels/mobilities within projects. This order has no expiration date at the present moment. Together with the mentioned national restrictions and challenging local situation, we are quite concerned to send young people abroad and be responsible for their safety and wellbeing. Besides, during the Social and communication skills training we have discussed this possibility with young NEET's and they have stated that they are reluctant to travel outside Croatia.

We would like to propose that the foreseen mobilities are organised on national level, and instead of traveling abroad, young NEETs will have the possibility to experience internship in their own countries. Also, this could widen the possibility for those young people who do not speak English since they are more marginalised and less employable than the ones who do speak English or another foreign language.

Cyprus (Enoros – Stella Papatheodoulou, s.papatheodoulou@enoros.com.cy)

On the 30th of June to the 3rd of July 2020, Enoros Consulting Ltd. organised online the 1st Workshop of the NESET project, regarding the “Social and Communication Skills”, with the participation of 15 young people in NEETs situation. The Workshop was divided in 4 sessions, including diverse virtual activities and discussions based on the subject, in order to keep the audience attention. Considering the preparation stage, Enoros was communicating and sharing the 1st Workshop (posters with the dates, the link for the participants' form) along with information about the NESET project, by elaborating some Dissemination Actions, namely through relevant social media accounts, groups and pages as well as via Email, in order to reach the project's target group.

However, taking into account the situation of Covid-19 as well as the summer period which has already started in Cyprus, the recruitment process was extremely hard, as Enoros didn't have the opportunity to reach our contacts properly due to the social

distancing measures. Moreover, Enoros faced difficulties to manage and keep the participants focus and concentrated during the virtual training because “Social and Communication Skills” is a topic that could be better presented through a face-to-face workshop rather than online. Nevertheless, through an effective and constant communication with the rest of the partners as well as receiving the correct advices on behalf of the project manager, Enoros managed to reach the project’s goal. Therefore, Enoros will continue the project’s implementation with more positive thinking, trying to organise the forthcoming trainings face-to-face, if the future situation allows us to do so.

Greece (SARONIS - Joseph Hassid, jhassid@unipi.gr)

Conditions created by COVID-19 in Spring 2020, their persistence till now and uncertainties for the coming months, have affected economic activity and people’s lives and behavioural patterns in various ways. NESET project related activities were also affected and, therefore, project partners were compelled to revise planning and implementation arrangements for some of these activities. So far, activities mostly affected are: dissemination activities and training of NEETs. In particular:

Dissemination activities: Because of Government imposed restrictions on people’s mobility and strong suggestion of “social distancing”, organisation of Information Day(s) was not possible. Such activities had to be deferred, while dissemination of project related information has so far been restricted to a number of entries in social media. The same practice will be continued in the coming months, supplemented by intensified use of the project’s website, the production and distribution of the project’s multilingual Brochure and Newsletters (Newsletter No.1 has already been distributed, while No. 2 is expected in September 2020).

Training activities: While various types of Training material (for which SARONIS was the Coordinating partner), i.e. Training Modules for a number of “priority” Skills Groups (translated in partners’ national languages) are ready (or in the final phase of completion), the implementation of training itself – especially “face-to-face” workshops – was, under the circumstances, considered not feasible! Instead, SARONIS organised (29 June – 11 July 2020) a series of online training sessions attended by a group of 10 participants from across the country, on the “Social and Communication Skills” modules’ group. Five sessions were successfully organised, of 5 hours average duration each. Evaluation by participants was very satisfactory. We predict that “on-line” training will also be used for the remaining number of Skills Groups (i.e. “Employability Skills”, “Entrepreneurship Skills” and “Validation of Skills”, plus for the remaining 50 participants for Social and Communication Skills, starting September 2020).

Other project activities expected to be affected:

- Transnational job placement mobility schemes. Depending on COVID-19 related situation in the various NESET partner countries and the evolution of target group members’ disposition towards international travel, the feasibility of such activities will, most probably, have to be reconsidered and re-scheduled probably by replacing (at least partly) the transnational element with national job placements.

- Counselling activities. Online group or individual sessions will most probably have to be organized in order to ensure the necessary social distancing and the confrontation of NEETs' hesitation to participate in physical meetings.

Italy (TUCEP - Catia Trinari, ctrinari@tucep.org)

As far as the impact of the COVID-19 in Italy is concerned, the long lock-down period has certainly affected all our activities, even if we have tried to draw opportunities from this period of crisis.

More specifically regarding the NESET project, during the months from March to July 2020 all face-to-face activities were cancelled. In any case, however, we went ahead with the project activities both through the translation of WP3 reports and the translation of WP4 teaching materials.

The NESET trainings involving NEETs as project target group started in mid-July in online sessions and will continue until the first days of August and in September. The positive aspect of online training form has been that young people from different Italian regions attended the training sessions, creating a very proactive exchange spreading at national Level. We hope to be able to resume the delivery of the remaining NESET modules in September face-to-face.

Portugal (APSU – Pedro Casal, pedrocasal@apsu.pt & Dialogue Diversity – Ana Ribeiro, Ana.Ribeiro@aeva.eu)

Concerning APSU's reactions to Covid-19 pandemic, in terms of changes to our activities, the change in routine was quite noticeable, as all staff was forced to work from home. APSU's modus operandi, like what was supposed at this stage of implementation of the NESET project, relates to face-to-face contact with various groups of stakeholders. Thus, we were forced to create new communication mechanisms, such as webinars, online chat rooms, increased use of ICTs, among others. Even so, the feeling is positive, since the technological tools allow the sharing of information and knowledge to be ensured, and this has given more elasticity to the NESET training periods, although it requires more creativity to hold the participants' attention in the activities of formation. The response to the pandemic on our part has been made using ICT, namely through online meeting platforms (Skype, Zoom, Teams), in addition to more usual tools, such as e-mail, telephone, etc.

As far as Dialogue Diversity Lda is concerned, the COVID-10 pandemic brought obstacles to the implementation of the 'Social and Communication skills' training, in a face to face approach. However, we did our best in order to find solutions to carry on NESET project in a successful way. We were still able to organise a face to face meeting with a local stakeholder (Tourism VET school, early March, with its director, to disseminate the project among their students of the last grade and respective staff). At that time, we distributed the enclosed Flyer with information on the project and training. This flyer was also sent via email to different stakeholders (mainly VET schools and youth associations) and distributed on 18th June, during a conference mainly held online, organized by Europe Direct Aveiro European Information Centre, and with a few people in person (the maximum allowed in the room – 30 and some

speakers). This conference was addressed to individuals aged between 18 and 30 years old, whose purpose was to share among them jobs, projects, internships and mobilities opportunities. Institutions such the Representation of the European Commission in Portugal, being the respective CEO, Sofia Colares, one of the speakers, EURES and the Job Centre were represented with key note speakers and also me, Ana Ribeiro, who shared some training & mobilities opportunities for the youth, including the NESET Project. This event reached 2500 viewers, during the whole event and, 14 000 people, that only viewed it partially. You will find links to the video and dissemination of the event below.

<https://www.facebook.com/epaaveiro/videos/397428577831916/?sfnsn=mo&d=n&vh=e>

<https://www.facebook.com/events/aveiro/vae-2020-aveiro/817511002079808/>

<https://www.facebook.com/events/2434145220220804/>

<https://www.facebook.com/EuropeDirectAveiro/photos/gm.2434154660219860/4648063678552975/?type=3&theater>

Since then, we have been able to disseminate the project and the training through our Social media, in a VET school webpage and in the European Information Centre – Europe Direct Aveiro. Please, check the following links:

<https://www.facebook.com/photo.php?fbid=10158402643394140&set=a.10151116199179140&type=3&theater>

<https://www.facebook.com/citizensprojects/photos/pb.2088622397945726.-2207520000../3159484514192837/?type=3&theater>

<https://www.facebook.com/dialoguediversity/photos/a.149814349035964/556386478378747/?type=3&theater>

<https://www.facebook.com/dialoguediversity/photos/a.149814349035964/556386478378747/?type=3&theater>

<https://www.epa.edu.pt/pt/comunicacao/oportunidade-de-emprego-e-formacao>

<http://comunicacao.aeva.org.pt/vl/4dc9915-e5f8c7b7-4b21dbcc7-9aca530-785-bfe2aepcFne1zaPe1b08c04-90>

In conclusion, as since March, it has not been possible to have in person meetings nor the training, face to face, we agreed to organize it online, using TEAMS software. So, two trainings were organized, involving two trainers. The first was held in the following days:

6; 8; 13; 15 e 17 July 2020 and had the participation of 15 registered participants. However, this type of participants are not easy to get involved in activities and even

less in online ones, on their own. The whole group did not participate in all the 5 sessions. The minimum participants attending one of the sessions was 12.

The second training was held on the following days:

9, 13, 15, 21 and 23 July with the participation of 15 registered participants. Most of the participants participated in all sessions.

In September, we will organise two other training groups, in order to reach, at least, 60 participants in total, for the Social and Communication Skills modules.

The training related to the other modules will be held in October.

Romania (Geo Club Association - Alexandra Ionescu, d.g.t.alexandra@gmail.com)

As far as Geo Club Association is concerned, the COVID-19 pandemic brought some challenges to the implementation of the 'Social and Communication skills' training, in a face-to-face approach. However, we did our best in order to find solutions to carry on NESET project in a successful way.

First training organised was delivered by two trainers.

The first was held:

7,8th of July 2020 and had the participation of 14 registered participants.

The second training will be held:

11,12th of August 2020 with the participation of YY registered participants. (We are in the recruitment process)

Not in Education, Employment or Training... and locked out of the labour market

The coronavirus outbreak is causing major disruptions for those who are outside mainstream educational programs across Europe. While many have managed to turn to distance learning, those not in education, employment or training (NEETs) are even more excluded from support schemes. It is more important than ever to provide them with the skills they need to be an active part of society.



Credits: NEETs in Entrepreneurship

Salvatore Nigro is the CEO of JA Europe since February 2020.

For the past two months, most European countries have (rightfully) closed their schools to try to slow down the spread of the corona virus. Such restrictions are not only causing major disruptions for students' learning but also aggravating the economic and societal inequalities amongst young people, with the most disadvantaged youth being impacted the most.

As a result, we can expect a higher number of people to be neither in education nor in employment in the short to medium term.

Despite the enormous challenges that have characterized the last weeks, many students, teachers, and other workers in the education sector have shown an enormous amount of resilience and managed to transform their activities. However, this will continue to be a very difficult task unless they receive the support they need. In this context, it is our role as a non-profit organisation to help mitigate the immediate effect of these measures, focusing on the more vulnerable and disadvantaged groups

as to facilitate the continuity of their studies through online platforms. We think specifically about those not in education, employment or training (NEETs), where policies should be put in place in order to ease their entry into the job market and avoid even longer unemployment periods.

Back in 2013, the **Youth Guarantee** was part of the EU's response to the 2008 financial crisis that drove thousands out of the economy across Europe. Even if insufficient considering the scale of the problem, the different measures had some impact as "the share of 15- to 24-years-old [NEETs] has fallen from 13.2% in 2012 to 10.3% in 2018", according to the [figures from the European Commission](#). This does not exclude the fact, however, that it is still up to the Member States to implement the Commission's targets or that many national markets are now reaching a critical point. And if we were worried about the youth yesterday, how could we not be even more worried today? There is a generation out there that has been hit twice in a decade.

Under normal circumstances, many NEETs in countries with a high unemployment rate (such as Italy or Spain) perform simple tasks that allow them to earn a small sustenance. Now the situation has radically changed. As thousands of Europeans are losing their jobs these days, there is even more pressure on NEETs as they will have to compete with experienced workers that are more likely to get back their positions once the economy starts to recover.

Until then, unemployment is expected to rise particularly among unskilled workers or those who will not have the capacity or the willingness to move along with the system, in contrast to those sectors with a higher capacity of adaptation. In addition, the EU Member States will soon have to deal with a reverse migration of workers from other regions severely hit by the coronavirus outbreak, which may strain the national job markets even further.

With all these factors in mind, **the situation for young NEETs is especially tough**. They now find themselves in a position where a different attitude and a new skillset are essential to find a job in the post-COVID scenario. But we must look beyond short-term steps, as this is a defining moment to reflect on the transformation that could be achieved when working together to create economic opportunities for our youth.

At **JA Europe**, we have very concrete ideas to swift people's mindsets. We impact 4.2 million young people every year in Europe. What if every one of our alumni created 'only' three jobs when starting their own company? Make the math. When equipped with the right skills and competences such as creativity, teamwork, or problem solving, young people can also build a job for themselves and for others, shaping a career that does not necessarily depend on working for somebody else.

Empowering young unemployed people with the necessary tools to be an active part of society is nowadays more important than ever. The project [NEETs in Entrepreneurship](#), financed by Norway, Iceland and Liechtenstein through the EEA and Norway Grants Fund for Youth Employment, represents a perfect example of our

actions to fight youth unemployment. Until 2021, 1.600 NEETs in Bulgaria, Italy, Romania and Spain will receive training and support to acquire the skills needed to find a job or to start their own business. In addition, the project aims to prevent another 1,000 young people enrolled in vocational and technical education schools from becoming NEETs by providing them with training and counselling.

In the light of the impact of COVID-19 to youth unemployment and education, we must be more ambitious in our support to the youth – both at the European and at the national level. Therefore, the EU's proposal for the 2021-2027 multiannual financial framework (MFF) should reflect a much bigger investment in young people, increasing the budget allocated to the Youth Guarantee.

All in all, the coronavirus pandemic is an opportunity to be proactive and change existing stereotypes about NEETs; however, making the best out of this situation is a shared responsibility. Let us make sure we work together to develop and expand digital learning experiences so that we continue to serve the next generations.

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

Indicators For Measuring Decent Jobs For Youth

We are back with our readings about indicators for effective monitoring and evaluation of youth employment actions.

A fantastic guide to creation of these indicators is ILO's [Guide on Measuring Decent Jobs for Youth](#), namely Chapter 2 (available at the end of this text): **Concepts and definitions of employment indicators relevant to young people.**

The guide distinguishes between 4 key dimensions of youth jobs (p.4-5):

Employment opportunities

Outcomes related to the creation of more jobs for target group at an individual level. The jobs can either be created for employees or for the self-employed, either as employers or as own account workers. Another key outcome refers to business development, as self-employment and entrepreneurship are the main focus of many youth employment interventions.

Employment quality

Outcomes focused on the ability of beneficiaries to achieve better labour market results, through social security provision, social dialogue, increased earnings and decent working time. Many young workers hold jobs of poor-quality in low productivity, low-income activities. These types of results are therefore especially relevant for projects targeting the informal sector and for livelihoods projects.

Employment access

Outcomes related to activating young people to enter the labour market, improving performance of the labour market and measuring the demand for labour and skills by employers. Outcomes allow the targeting of specific vulnerable or traditionally disadvantaged groups in the labour market, especially women and youth

Employment skills

Outcomes related to measuring the supply side of the labour market, young people's skills and competencies. Key employability skills to be measured are inter-related and include basic skills including literacy and numeracy, technical skills or the ability of individuals to perform various tasks and core work skills which are also known as soft skills.'

Each indicator group is discussed and specified in the guide available here: [ILO Guide Chapter2](#). We would like to encourage you to read the whole text since it provides readers with detailed description of the indicators as well as with navigation through the gained data and analysis.

It is important to have information about and to disaggregate the indicators according to **age** (for purposes of YOUTH IMPACT project it would be into 15-24 and 25-29 year), according to **gender**, and according the geo-social **provenience** of young people (rural/urban).

For further reading we recommend: [Rihova Using Labour Market Information](#)

Article published on the project website.

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 Cooperative ALTERNATA silos	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

Human Resources Development created a modern Creative Digital Center under CODE project

Human Resources Development Agency, Ruse, has successfully completed the construction of a modern Creative Digital Center within the scheduled CODE(Competence Opportunities for Digital employment) project activities.

The equipment of the center will allow young people to immerse themselves in the secrets of the gaming industry, the animation and digitalization industry and will allow them to create their own games and characters. The center is the only one of its kind in Northern Bulgaria. It features graphics tablets, high-tech computers, 3D glasses, a 360-degree camera, the latest generation Mac Pro. In the coming months, a competition will be announced with criteria for the selection of young people who will get the unique chance to be part of this experience.

The Creative Digital Center was created under the CODE Project (Competence Opportunities for Digital employment). Leading partner is the Human Resources Development Agency, in partnership with seven organizations from Italy, Estonia, Greece, Lithuania, Romania and of course Bulgaria.

The project CODE benefits from a 2 300 000 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants. The aim of the project CODE is to provide opportunities for quality employment to vulnerable young people in poverty risk.



Credits: CODE

Project Code courses give a chance for NEETs in Romania

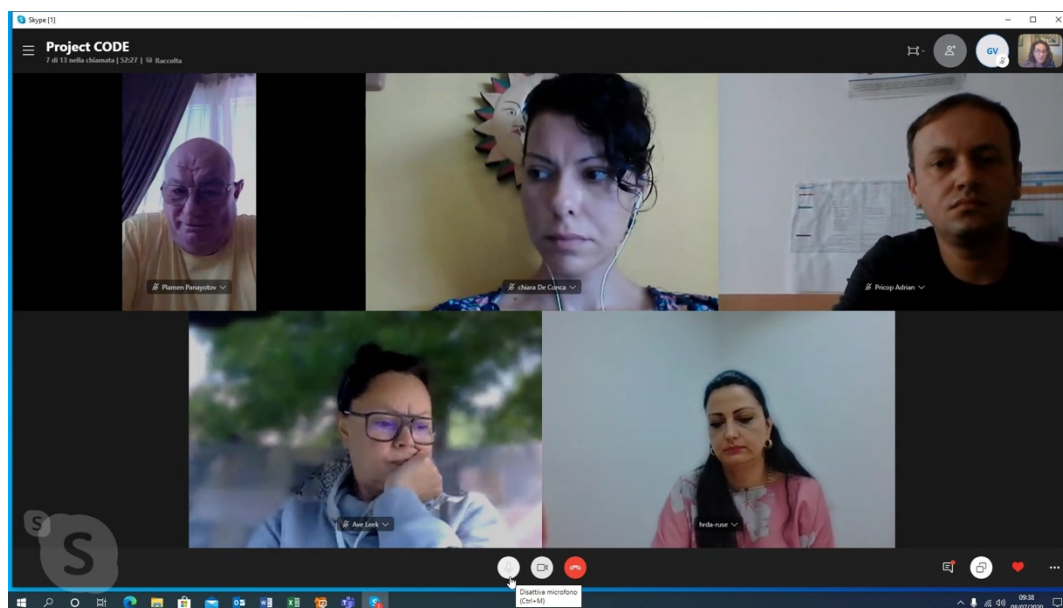
During the pandemic period Save the Children Iasi, partner of Project CODE continued to work on developing new materials and new strategies in recruiting young people to its activities. Project CODE activities had to adapt, a period of work from home was imposed, team meetings went online. Meetings to different institutions in order to prepare the accreditation and certifications of courses were scheduled and performed respecting the restrictions imposed the government.

Despite the actual context we focused on the opportunities that can arise, people saw more and more the importance of technology in their lives. More companies are catching onto the trend of work from home and are seeing the benefits from remote workers.

The future IT courses that will be provided through project CODE will give a chance for young people to easily access labor market, in a field that is growing in Romania. Young people that will access these fields will have the chance / benefit to choose the have their job at home or in an office no matter the context.

The project CODE benefits from a 2 300 000 € grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for youth employment. It is implemented by 8 partners from Bulgaria, Latvia, Romania, Italy, Estonia.

Project CODE online meeting



Credits: CODE

Today, July, 8th project CODE partners held an Online meeting using Skype. It was dedicated to discussions about project progress and the implementation of the scheduled WP activities. The Partners shared their best practices, teaching methods and alternative channels used for the CODE courses training. They discussed a possible modification of the co-financing requirement for organisations with NGO status.

It was interesting for each of them to understand how the others succeed to deal with the difficulties and opportunities that the COVID-19 situation is imposing to all of us. A special attention was paid to the ways of selection of the applicants for the training and on the practical implementation of CODE courses. The partners will implement them both online and office based, as the conditions are changing each day.

Tartu Art School finished successfully their first CODE course, so they shared their experience and training practices.

As the partners are ready with their training curricula, they are uploading at this stage their training materials on the Project educational platform <https://creativeeurope.digital/learning/>, so they could be easily used from all CODE teachers and students.

Dr Plamen Panayotov from Solutions consulted partners about the motivational platform <https://self-trainer.eu/> functionalities and its incorporation in the learning process. At the end partners agreed on organizing new online meeting soon.

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:

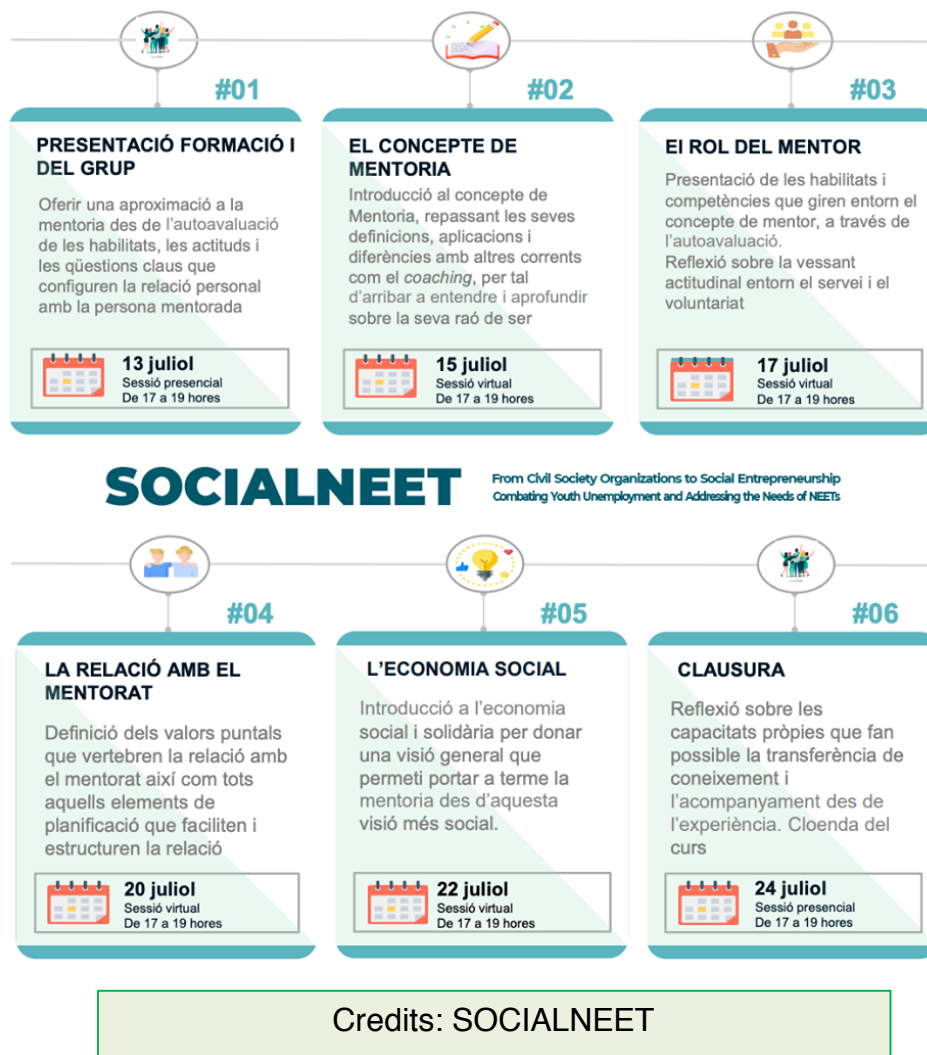
- Young unemployed people between 18-29, with an emphasis on the 25-29 years olds; The social economy and civil society organisations

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

SOCIALNEET's mentoring training has began in Mataro with 16 participants!



The aim of the training is to introduce the participants to the concept and role of mentoring and to explain what it is about and what benefits brings on personal and professional level. This training is designed in order to be open to everyone, both individuals and companies. Its duration is 12 hours, divided into 2-hour sessions, on Mondays, Wednesdays and Fridays from 5 to 7 pm. The first and last session are in person and will take place in Cafè de Mar (Santa Rita 1-Mataró), which is our "Meeting Point". The rest of the sessions will be online via Zoom.

For more information check the infographic and visit the website: <https://www.mataro.cat/sites/socialneet/entitats>

News from Facebook

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
Italy	Beneficiary partner	Regional Agency for Employment and Learning Basilicata (ARLAB)	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

Young People in the Post Crisis Period: Today's reality and YOUTHShare's response

The economy of Cyprus seems to improve since 2013. Specifically, the youth unemployment rate reached 6.8% in 2018 compared to 13.9% in 2013. This development makes people feel a bit more confident and positive. However, there is one group that does not seem to be moving with the same speed towards prosperity and these are the young people not in education, employment, or training (NEETs). The employment rate, after 2013, started rising, nonetheless the number of NEETs between the ages of 25- 29 increased by 2014 and its reduction the following years happens only in slow pace.

When one talks to a young person in the last quarter of their twenties, they are expected to live the happiest time of their lives. According to the career theories this is the period of independence in which one can earn their own money and spend them as they wish. After the recent financial crisis, the most affected group has been the relatively older NEETs and specifically the ones at the ages of 20- 24 and 25- 29. In the case of Cyprus, women were more affected presenting a slightly higher percentage compared to men. What is more, Cypriot youth between 25- 29 seems to be available for job in contrast with other peers in Europe who may not even be looking for employment (Gialis, Papageorgiou, Poulimas, & Emanouil, 2019).

This trend was similar in other coastal and island regions of the Mediterranean European Economic Area (EEA). The main statistical results demonstrate that in specific regions the youth were profoundly affected and among them the largest group was between the ages of 25 and 29. Furthermore, women and migrants were the ones who faced the biggest barriers in entering the labor market. According to *Eurostat* the growing number of female NEETs can be attributed to family responsibilities such as childcare whereas men do not interrupt their career to share this role (Eurostat, 2019).

How is this also your problem? According to research conducted by the University of Aegean (Avagianou, Emmanouil, & Gialis, 2019), young people who are unemployed for a long period tend to face employment struggles in the future too; also called the "scar effect". This phenomenon replicates and creates chain effects in the general economy; as it is more probable for the young people to lose their trust in the system, develop other psychological problems and be depended on the system or their family (Alfieri, 2015). Ultimately, this leads to higher costs for the public finance and generally for the society.

Policy makers responded to this situation by introducing one of the most expanded strategies to tackle youth unemployment. Through the so-called "Youth Guarantee" (YG) scheme the EU member state governments would subsidize the salary of the young unemployed to facilitate their employment and get the relevant experience. However, 84% of people who left YG could not be tracked, leading the policy makers only to estimations of what could have happened to those candidates (Gialis, Papageorgiou, Poulimas, & Emanouil, 2019).

The YOUTHShare Project which is funded by Iceland, Liechtenstein and Norway

through the EEA and Norway Grants Fund for Youth Employment aims to reduce youth unemployment in coastal and island regions of the Mediterranean. Most specifically, the project focuses on young women and migrants at the ages of 25- 29, who, as indicated above, are two of the most affected groups when it comes to youth unemployment. The project is implemented in four key locations of the Mediterranean; Cyprus, Italy, Greece and Spain (www.youthshare-project.org) while, at the same time, FAFO institute from Norway acts as expert partner to the project in order to assist the consortium in adopting and developing good and effective practices.

Using innovative research-based methodologies and approaches, YOUTHShare promotes the enhancement of employability by training and involving young NEETs to long-lasting relationships with the Labor Market by using local employment centers, personalised support and specific training programs. The project, which is ongoing since 2018, will focus, during 2020, on the application of the research proceedings and the engagement of the young NEETs.

If you think that you or someone you know can benefit from this action, feel free to visit the project's website (www.youthshare-project.org) or contact the YOUTHShare Project Key Account Manager at your local Branch of the Transnational Placement Centre:

Cyprus:

YOUTHShare COOP Training Placement Centre

Web: <http://www.youthshare-project.org/cypriot-branch>

FB: <http://www.facebook.com/youthsharecyprus>

Greece:

YOUTHShare Transnational Employment Centre

Web: <http://www.youthshare-project.org/greek-branch>

FB: <http://www.facebook.com/YOUTHShareNESC Greece>

Italy:

YOUTHShare Centro Transnazionale per l'Impiego

Web: <http://www.youthshare-project.org/italian-branch>

FB: <http://www.facebook.com/YOUTHShareItaly>

Spain:

YOUTHShare Transnational Employment Centre

Web: <http://www.youthshare-project.org/spanish-branch>

FB: <http://www.facebook.com/YOUTHShareAeiSpain>

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Avagianou, A., Emmanouil, E., & Gialis, S. (2019). Sharing the burden of unemployment: a critical theorization of the NEET phenomenon in the Mediterranean EU regions. *Urban Inequalities: Ethnographic Insights*. Corinth, Greece.

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Gialis, S., Papageorgiou, I., Poulimas, M., & Emmanouil, E. (2019). *NEETs in Mediterranean EEA 2008-2018: A Baseline Study*. Mytilene: YOUTHShare.

Author: Anna Michael, annamichael.cardet@gmail.com
Key Account Manager at YOUTHShare COOP Training Placement Centre, Cyprus

Permaculture in Cyprus – Petrera Land



Credits: YOUTH Share

YOUTHShare aims to support youth by increasing their potential for employment, amongst else, in local sharing economies. Through our journey, we will connect the dots and share stories of young active people who have set innovation paradigms in the sector of local sharing economies. Creating one's own path in innovative fields pass through inspiration and motivation from peers.

Sophia Matsi, is the shiny case of a person following an innovative approach to local sharing economies. By cultivating her own garden in a sustainable way, she managed to adopt a healthier lifestyle and to become an economically independent person.

Taking a closer look at Sophia's case, one can understand how innovation and entrepreneurship in sustainable sectors of economy may alter their life in a positive and productive way.

One of the greatest messages that Sophia shares is for one to see beyond a plate of food; to consider where the food comes from and to appreciate the effort that was made until this plate reaches the table.

As she mentioned in one of her talks “Like the seeds, humans hold tremendous amount of power inside. I know now that each choice we make from the food we eat, the clothes we wear, the way we commute to work every single day, each choice has an impact on how the world forms around us”

The interview with Sophia offers a completely new perspective.

– What is permaculture and how did it change your life?

A simple definition for permaculture is that it's the science of design used to create resilient and regenerative natural and human ecosystems by observing and mimicking natural patterns. Permaculture has three fundamental ethics: care of the earth, care of the people and future care. Permaculture is about regenerating degraded plots of land and reintroducing lost biodiversity, it's about creating regenerative gardens and producing high-nutrient organic food while enhancing soil fertility, it's about designing self-reliant communities on water, energy and food as well as creating resilient businesses that profit while solving environmental challenges. What captured my attention about permaculture is how this system of design requires one's outmost attention and attuned observation with the surroundings, tapping into more intuitive sides of ourselves, implementing scientifically proven methods and techniques as well as using advances in technology, resonating with a more systematized and data based method of thinking and acting. To me it's a way of living that combines on the one hand my natural incline towards creativity and on the other simultaneous need to lean over scientific data for reassurance and backing up my choices.

Permaculture completely transformed my life connecting all the dots together: It came at a stage when I most needed it – where frustration for environmental degradation and uncertainty for what is the best way to act, was simply unbearable. The trainings and practicalities in permaculture gave me the reassurance that this is the best and most efficient way to act. The knowledge, the people and the living examples I experienced these last 6 years have simply kept the fire going, to the point that I have directed my life and occupation to resonate with the principles and ethics of permaculture.

– What were some of the challenges you have faced?

Challenges emerged since day one of choosing to live with a permaculture mindset: I had to give up on choices that were not the most environmentally sound and respectful, such as dropping the use of my favourite commercial chemically-based cleaning products and cosmetics or deciding to spend a bit more money on ethically sourced clothing and products in general rather than supporting cheap labour mass production firms. Of course the challenges in my gardening attempts is something that never ceases to exist: a plant dies for unknown reasons, the potting mix used was not right, the trees were pruned wrongly, the available irrigation water is just not sufficient. A common denominator in all these, is lack of knowledge, lack of experience and lack of funding. Many

times, I realize that the resilient answer to a challenge is a project that would cost me 10.000 Euros or a method that no one has applied or can teach me here in Cyprus. To be able to progress in my personal permaculture projects and overcome challenges I now understand that I need to invest time and most of the times money. What I have realized though these last couple of years is how proper planning and realistic acting strategy can get me there.

– How is Petrera Land making an impact?

The goal of Petrera is to become an educational demonstration centre where permaculture principles and ethics are applied for the land's design and constant amelioration. It's the place where we harvest and save our water and energy, produce our food, create soil and enjoy living the outdoors. Petrera also aims to educate those interested in natural living and many times we've organized educational experiences where people who join the action receive instructional guidelines and then get a hands-on experience. Organizing nature-connection events such as the annual running event "Run for Seeds" is another priority of Petrera. We've been organising this race for the last two years with the aim of bringing awareness to the significance of saving and using our heirloom and open-pollinated seed varieties. According to seasonality and the each-time open project we also welcome people interested to volunteer and learn while doing, whether it's preparing regenerative vegetable beds, turning the compost, setting up wicking beds or building a compost toilet. Slowly but steadily the goal is to become a bright example of how resilient and self-reliant one can become by applying permaculture principle to the design of one's land and life and we hope to inspire more people to go back home and do the same and much more, shaking and transforming bit by bit our current reality.

– Considering that Permaculture is an innovative approach to local sharing economies. What message would you like to share with your peers/ young generation regarding alternative ways of employment?

This is the time to create alternative models of food production, communities and economies as it is obvious that the current model of fossil-fuel powered, mass-production, fast-paced lifestyle is not serving neither us nor our environment anymore. There are some spectacular examples of regenerative businesses running out there based on permaculture ethics and principles and these are examples of people who are financially thriving while caring for people and the earth. Business such as restoration of degraded pieces of lands through silvopasture and alley-cropping agroforestry systems, small-scale high yielding mushroom enterprises or online farmers markets – are examples of contemporary projects happening right now, ideas being born by the necessity of making a living in an ethical way by following one's passion of respectful acting and reacting with the earth. You can find lots of inspiration and exposure to projects like those at Diego Footer's Permaculture Voices podcast and Scott Mann's Permaculture Podcast.



Credits: YOUTH Share

– What does it take to start following your passion?

Guts. Even though I would argue that it takes more energy and patience out of you when you stick around and work with things you are not passionate with. When you follow your passion, many times the road gets dark and unknown and no-one can promise you a success story. But that's the sweet part: because the path has never been walked again it means you get to create a story that is unique and the most appropriate to you and to your surroundings. Living innovative lives though is not always possible to all of us and at any time of our lives: sometime it depends on where you are at life and what you risk when you cancel your previous lifestyle and follow your passion. What I have seen as prerequisite to follow your passion for living, is to learn how to plan properly, be fearless while acting and being patient with failure because as Nelson Mandela said: "Don't judge me by my successes. Judge me by how many times I fell down and got right up." Be persistent and show faith and with understanding and acceptance you will get to your destination, but in the meantime – don't overstress about the end result. Enjoy the ride and enjoy the process of learning while doing and becoming better by trying again and again.

– How do you see yourself and Petrera Land in a few years from now?

I see Petrera becoming a green paradise of abundance, resilience, and regeneration. A place that thrives in abundance of food, biodiversity and resource regeneration. I see Petrera being visited by folks who want to bring the change in a Mediterranean

semi-arid landscape and also being a host of many volunteers who want to visit, stay and get to live the permaculture life. I see the “Run for Seeds” race being annually organized, and each year growing in participations, happenings and impact. A series of workshops and events will also run at Petrera and internships will be available for those interested to work close with us and learn by doing for an extended period of time.

– What are your next events? (anything that you would like to invite people)

We had several events lined up, but due to current situation everything has been postponed. What I promise, though, is that a series of weekend and day-long permaculture instruction workshops are coming up, one of them being the basic seminar on permaculture design: a PDC (Permaculture Design Course) taught by locals, to locals taking in mind farming and gardening challenges of Cyprus and the Mediterranean region. Stay tuned through our websites and Facebook pages.

– What are your three favourite words?

Observation
Regeneration
Appreciation

– How can someone reach you out?

If you are interested to find out more about Petrera, past and future actions, tune in with our site at: <http://www.petrera.land/>. You can also find out more about permaculture and various projects and educational experiences we've organized in Cyprus with my permaculture partner Gabriel through our website: <http://www.permaculturedesigns.com/>. Whether you are interested in a permaculture design consultation or just want suggestions for reading, listening and watching permaculture inspired themes, then that's the site to go to. You can also always write to us at: permaculturedesignscyprus@gmail.com and subscribe to our website for all upcoming updates.

Wishing you all health and strength and may your next steps be inspired by awareness and connection with your surroundings.

For more check out **Sophia's TED talk** below:

https://www.youtube.com/watch?v=Ww4JUIQ8xKg&feature=emb_title

Interview by: Anna Michael, annamichael.cardet@gmail.com
Key Account Manager at YOUTHShare COOP Training Placement Centre, Cyprus

COOPs for Climate Action



Credits: YOUTH Share

The 4th of July is the International Day of Cooperatives. This year's theme regards the contribution of COOPs against climate action. Over 1 billion COOP members across the globe are already leading the way towards a just transition to more sustainable and more resilient economies.

The Cooperatives' Office of the International Labour Organisation (ILO) has issued the global campaign [#coops4climateaction](#) to mark the call for stepping up and scaling up the contribution of the COOPs towards a just transition to low carbon and resilient economies. In the press release of the International Cooperative Alliance, the Director General Bruno Roelants, mentioned that "the COVID-19 pandemic has proven to us that those who have less are the ones who suffer the most. Climate change continues to affect the most vulnerable population on our planet, and we must continue to take action to change this. Cooperatives as a global reality have a fundamental role to play in this endeavour. This year for the International Day of Cooperatives, we seek to highlight the importance of taking action against climate change, and to encourage others to also make a difference – no matter how small."

The YOUTHShare project already offers to NEETs from Southern Europe the knowledge and the opportunity for quality jobs inCOOPs. Our focus on agrifood sector, circular economy and low carbon sharing economy platforms paves the way for social and environmental sustainability.

Our Transnational Employment Centre Branches in Greece, Cyprus, Italy and Spain offer a range of services for NEETs; from counselling and mentoring to job matching with local and international employers.

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
Spain	Beneficiary partner	Business Research Association National Agrofood Technological Center, Extremadura	NGO	Villafranco del Guadiana
Norway	Expertise partner	Inclusion AS	Private	Asker
Slovenia	Beneficiary partner	STYRIAN TECHNOLOGY PARK	Beneficiary Partner	Maribor

News!

Italian free elearning trainings are in full speed!

COM has agreed with all Informagiovani Centers in the province to have eNEET Rural project's banner on their institutional page to intensify the campaign of the on-line trainings!

<https://www.eneet-elearning.eu/>

Iceland
Liechtenstein
Norway grants

Norway grants

eNEET Rural project benefits from a €1.5 million grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment

Sustainability
Tools
Rural innovation
Education
Empowerment
Training
Sharing ideas

STREETS FOR NEET

*Facilitating Entrepreneurship and
Improving Skills of NEETs Living in Rural Areas*

eNEET Rural

**STARTING THIS MONTH
E-LEARNING
PLATFORM**

**JULY
2020**

The **online platform** of the "ENEET RURAL" project is already available with **free materials and training paths**. A **certificate** will be released upon passing each course.

At "Informagiovani" you can find a project's **HELP POINT**: they will help you with registration form, platform's features and choice of courses*. But you can do it on your own, following the instructions on the website!

INFORMA GIOVANI
how to access and opening times:
www.informagiovani.mn.it
or whatsapp message to
3280452779

AVAILABLE COURSES (updating):
- **Soft skills**
(basic and advanced)
- **Agro professional**
(basic and advanced)
+ **webinars and live meetings**

Managed in Italy, with the involvement of: **sol-co mantova**

www.eneet-elearning.eu
informations:
animatoreneet@oltrepomantovano.eu
Whatsapp 3427722607

* You can contact one of the "Informagiovani" offices in the province of Mantua (Curtatone, Gonzaga, Itinerant Alto Mantovano, Ostiglia, Pegognaga, Poggio Rusco, San Benedetto Po, San Giorgio Bigarello, Sermede and Felonica, Suzzara, Viadana)

Comunità Obiettivo Mantovano CPDIS ctaex FRUTO inclusion

Credits: Eneet Rural

TikTok and INSTA - our free elearning skill development and agro trainings for unemployed Hungarian youth are spreaded among TikTok and INSTAGRAM users as well!

Find us here:

<https://www.instagram.com/frutoconsulting/>

https://www.tiktok.com/@balazsujvari/video/6843384481009782021?u_code=d5l5e7djc8d7c5&preview_pb=0&language=en&d=d5l5ddm7fa9i3b&share_item_id=6843384481009782021×tamp=1593504299&source=h5_m

Organic gardener training in Szombathely, Hungary

New date for our postponed training! Be among the early bird registrants!

If you are at age 25-29, living in rural area of Hungary and no longer in the education system and not working or being trained for work

you are welcome to attend our one-week long training in Szombathely, Hungary.

The course will teach you the basic entrepreneurial skills to establish agro-business from setting-up companies to business financing and legal conditions. Special focus will be put on organic gardening.

Beyond the theoretical knowledge to gain, you will have the opportunity to try it in practice in an organic garden!

By completing the course you will get a certificate!

CTAEX attends the first online conference on AGRICULTURAL TEST SPACES organized by the RETA Operational Group during July 6-10, where topics related to agricultural training and initiatives on agricultural entrepreneurship are addressed, as well as the incorporation of young people into the rural environment, contemplating the generational relief.

The session was opened by Isabel Bombal, the Director General of Rural Development, Innovation and Agri-Food Training of the Ministry of Agriculture, Fisheries and Food (MAPA) and Begoña García Bernal, Minister of Agriculture, Rural Development, Population and Territory of the Junta de Extremadura

New stakeholder on board

One more agro-holding company from Varna is joining forces and will be supporting our project activities targeting Bulgarian NEETs.

In total, three rural municipalities + two agro-holding stakeholders are officially on board by supporting eNEET Rural project in Bulgaria!

The first webinar of Asociatia CPDIS on agro-professional skills was successfully completed!

Using webinar is an adaptation to the new coronavirus situation. Free online platform

Webex offered the support to effectively engage 12 NEETs in the training course and capture their interest into agro-businesses and setting up start-ups. CPDIS organized the first webinar on agro-professional skills between May 28 and 30. The course kept the structure of the non-formal education area.

During the training youth between ages of 25 and 30 learned gained knowledge on the eNEET Rural project opportunities, the Romanian business environment and the inherent business opportunities.

In the team work session two business plans were developed on agriculture and eco-agriculture. Congrat to the attendees!!

CPDIS is organizing second round of agro-professional webinar between 09-11.07.2020.

Don't forget to create an account on our platform on which you can access all courses content for free.

If interested, get enrolled to our courses:

<https://www.eneet-elearning.eu/>

314 – YES!

Young Entrepreneurs Succeed

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
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

Italy	Beneficiary partner	TUCEP – Tiber Umbria Comett Education Programme	NGO	Perugia
Portugal	Beneficiary partner	APSU – Portuguese Association of Start-ups	Private	Aspinho and Oliveirinha
Portugal	Beneficiary partner	Dialogue Diversity Unipessoal Lda	Private	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

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
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



Credits: Social Innovators





Credits: Eneet Rural

Pictures from the Project's Facebook Profile

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

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

With a mask in the open air



Credits: FOLM

FOLM “From Outdoors to Labour Market” is a project aimed at young people aged 18-29. The project is being conducted in parallel in three countries: Poland, Spain, and Ireland. On June 18th we opened a new season of expeditions, but with small twists in our rules. Due to the COVID-19 pandemic, we were forced to change our recruitment rules. So far, the most important element in the recruitment process has been face-to-face or group meetings with the recruiters. Currently, recruitment is carried out through social networking sites and the FOLM website (www.folmweb.com), as well as by mail and telephone. We have a difficult task because contact with another person is necessary as early as the recruitment stage. When asked, “How are we doing?” we can answer that we have completely changed the rules, but we do everything to ensure that the quality of our contacts with the participants does not suffer from it and that everyone is safe.

We have already made three expeditions with each partner following the guidelines and safety rules of its countries.

The first element of the expedition is the place of the pick-up and transport to the hostel. In all partner countries, the following rules apply:

- wearing masks in closed spaces,
- keeping a safe distance in public transport.

Each participant, regardless of the country in which he or she takes part in, should carry a sanitary card. We have to make sure that our participants are healthy and therefore do not pose any risk to the others. The same goes for the coaches. If we have any doubts about the coach's health, we “replace” him with another qualified person. During the hike in Spain, participants must wear masks and should keep a safe distance. In Poland, participants are not required to wear masks in the open air.

During the expedition, we stay away from civilization, which may raise some concerns. The questions are: What about hygiene? How to maintain cleanliness in field conditions? The answer is simple: We are perfectly prepared. We provide participants with masks, disposable gloves, soaps, and liquids for hand disinfection. We take care of the common safety of FOLM project participants. And it is much easier in the forest than in the town. Our groups are up to 10 people, which allows us to keep our distance even during common activities and there is hardly any risk. No worries FOLM is safe!

Back to nature



Credits: FOLM

In the FOLM project, contact with another human being is essential. The pandemic forced us to suspend the group's expedition to the field for many weeks and thus we couldn't provide Coaching and Mentoring. What to do in such a situation? We have maintained contact with our potential participants all the time. Many volunteered to FOLM just before the COVID-19 explosion and did not manage to take part in the outdoor adventure. It's been a tough month. We met with the participants online, talked on the phone, and constantly published memories from the previous expedition on our social media channels.

Now we're back!

Although not yet in all countries. We still don't have the green light in Ireland. This is still a difficult time. And we are not at all comforted by the fact that we have more people eager to participate. The reason is not uplifting - rising unemployment across Europe.

The first groups of this year's FOLM project in Poland and Spain started. Officially, after the break caused by the COVID-19, we opened the season of expeditions into an unforgettable adventure. Given this situation, we have taken the necessary measures to ensure the highest protection of our participants, and we follow the guidelines set by the governments. We are motivated and willing to help and engage our participants to return to the labor market or continue their education. The smile

on their faces constantly motivates us to work and develop. We're very happy to be back.

On 18 June, the first group in Poland went out to the Lasy Łańskie in Warmia and Mazury. The expedition takes place 2-3 times a month and the season will end in late autumn. Participants are equipped with masks, disposable gloves, and liters of hand disinfectant, all to make them feel safe. On July 7, the first Spanish group also left. As per usual with smiles on their faces, which are evoked by the beautiful landscapes of sunny Spain.

We're catching up on the past months by keeping our fingers crossed for the second wave of the pandemic not to attack with great force because then we'll have to slow down our project again...



Credits: FOLM

Some pictures from Facebook



Credits: FOLM

186 - Migrant Talent Garden

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 Entrepreneurship Incubator	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

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 partner status	Institution	Type of institution	City
Slovenia	Lead partner	Public University of Ptuj	Public	Ptuj
Hungary	Beneficiary partner	Interregio Forum Association	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

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
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	Par – Respostas Sociais	NGO	Lisbon
Austria	Expertise partner	IFTE Initiative for Teaching Entrepreneurship	NGO	Vienna
Austria	Expertise partner	Austrian Federal Economic Chamber	Public	Vienna

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)

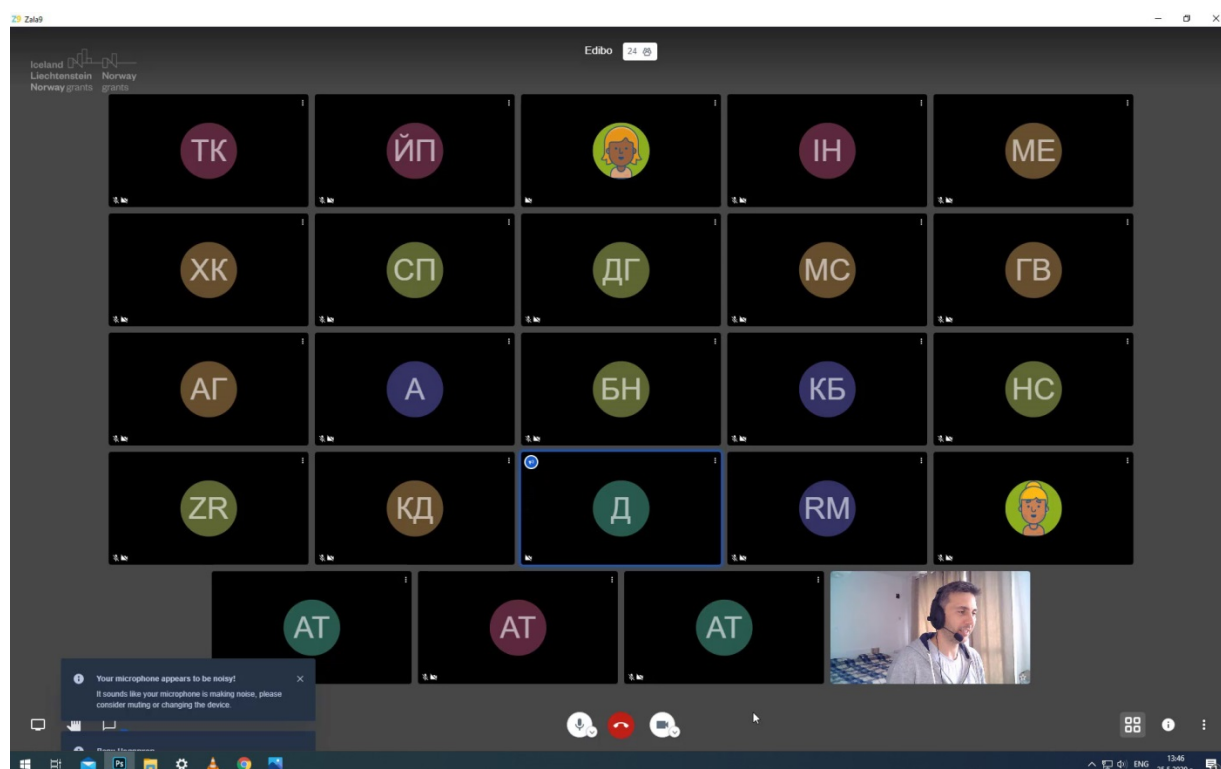
Project Partners:

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

EDIBO Bulgaria: 2nd & 3rd Digital Bootcamps launched online in May 2020

Due to COVID-19 complicated situation in the last few months and the impossibility to conduct on-the-spot trainings, the Institute for Youth Initiatives and Innovations (IYII) transferred on-the-spot trainings to online. **Two parallel online trainings** (2nd EDIBO Bootcamp and the 3rd EDIBO Bootcamp) were started online on May 25th, 2020 and will continue till the end of June 2020. A total of 51 unemployed and low-skilled young people (NEETs) up to 29 years of age from all over the country got involved in the 200-hour intensive online course on computer literacy and digital skills.

The training includes modules focusing on basic computer skills (OS Windows), Chrome, FireFox and Opera browsers, Open office, Installing and removing programs, Softwares for every business and entrepreneurial skills for business in the Internet environment (how to sell online, what is an online store, advertising on Facebook / Instagram, creating content for an advertising campaign) and more. The current two online Bootcamps are aimed at young people with more advanced IT skills, as there is also a specialized training module: Adobe Lightroom CC. The online trainings will provide NEETs not only with needed IT skills but also to gain more confidence in the English language, teamwork and entrepreneurial skills.



Credits: EDIBO

At the end of the course a Certificate of Participation with the acquired skills will be issued. After the training phase, some of the young trained people will have an opportunity for an internship offered by project sponsor companies.

The Institute for Youth Initiatives and Innovation, as a national partner for Bulgaria, will organize a total of 6 training courses by the end of September 2021. More information about the curriculum for the courses, how to apply and the necessary documents can be sent on the website of IYII (<http://www.youthvarna.eu/novini/post/post-1>) or directly contact the project team at youth_institute@abv.bg.

Good luck to all NEETs in our Digital Bootcamps!!!

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 PLAN INTERNATIONAL	NGO	Madrid
Belgium	Expertise partner	DIGITALEUROPE aisbl	NGO	Brussels
Norway	Expertise partner	European Centre for Women and Technology – ECWT	NGO	Drammen

LIKTA starts cooperation with the Latvian State Employment Agency to promote the involvement of women in the ICT sector



Credits: Women4IT

Latvian Information and Communication Technology Association (LIKTA) is starting co-operation with the State Employment Agency to promote the involvement of young women in the ICT sector and digital jobs. Within the framework of the international project “Women4IT”, LIKTA organized a workshop to inform State Employment Agencies career counsellors about training opportunities for 18-29 year old NEET women.

As part of the cooperation, the first workshop of State Employment Agency career counsellors took place on Friday, July 10, where the counsellors were provided with information about the six out of eight job profiles localized in Latvian, digital skills and knowledge assessment tests and training programs developed within the Women4IT project.

In order to promote the participation of young NEET women, LIKTA and State Employment Agency have signed a Cooperation Agreement aimed to inform and involve young women in the ICT sector and digital jobs, decrease youth unemployment and gap of women in ICT sector. All information about the training of the project "Women4IT" will be available to State Employment Agency clients.

News from Facebook

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 of progressive and open communication"	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 Substance Abuse and Mental Health Disorders	Public	Brumundal

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

Cross-sector collaboration key to help Spanish NEETs continue learning despite latest coronavirus pandemic

How can we find young people who are currently not in education, employment or training? This is one of the key questions that Manager of Educational Entrepreneurship Programmes - Javier Samarán and his colleagues at JA Spain are facing since the new coronavirus outbreak.

The truth is that NEETs (or *ninis*, in Spanish) are rather difficult to reach. To ensure that more young people can benefit from its programmes, JA Spain collaborates with partners that help find these youngsters and implement the activities. But with many of them now focused on providing social assistance and relief, the project *NEETs in Entrepreneurship* has gone through some adaptations in the light of the pandemic.

Firstly, the Foundation has launched a series of online initiatives and partnered with other organisations already working with this target group.

One of them is [CEXT](#), which has a programme for young Spanish people who went abroad and gives them a chance to continue learning online. In addition, JA Spain works with NGOs such as [La Rueda](#) or [Fundación Senara](#), and with the VET study centre [ITEP](#) to train students for specific labour markets. Students that will graduate in May or June and who will not continue their studies or who do not have a job lined up are given the chance to keep learning about entrepreneurship or to follow courses to help them get into the job market. “The positive thing” – explains Javier – “is that even if now we cannot do the face-to-face activities we had planned, we are reaching students from different parts of Spain. The absence of physical barriers allows us to help NEETs all over the country”.

Secondly, the scheduled trainings have been reorganised as most activities before COVID-19 were happening face-to-face, with JA Spain being directly responsible for delivering about 90% of the trainings. The new situation has brought more opportunities for collaboration between the non-profit and the private sector to help improve the situation of NEETs, allowing the organisation to contact volunteers who are keen to make a better future for students. “The companies have been very generous and responsive when we have asked them to provide mentors to cover specific areas of our programmes, which is fantastic”.



Credits: NEETs in entrepreneurship

The participants in one of the workshops organised by JA Spain in the framework of the NEETs in Entrepreneurship project worked on their leadership skills through the FROG methodology. According to one of them, “[the] workshop helped me to know myself better and to have a clearer idea of what leadership is and how important it is to find a job. I would recommend this workshop to other young people, I would tell them to try before saying ‘no’, to give a chance to this kind of activities”

Miryam Díaz, who works as a Programme Coordinator, sees the disruptions also as an opportunity to reach new young people. “We had to cancel the workshops that we had planned weekly and some individual mentoring sessions or visits to companies. However, doing webinars has allowed us to make our activities known to more NEETs while engaging with more companies, so there are good aspects too”. Organisations like the [Citi Foundation](#), [EY](#) or [FedEx](#) help with the implementation of these online trainings. “We build bridges between young NEETs and the companies by letting the volunteers take care of some of the activities. In turn, this is helping us a lot as the participants are very interested in the companies, in getting to know more about how they work and what they do”, says Javier.

Even before the COVID-19 crisis, there were [almost 1,000,000 ‘ninis’ in Spain](#) (December 2019), with the country having one of the highest percentages of students dropping out of school before finishing secondary education. The economic aspects of the pandemic are expected to hit young people particularly hard; therefore, providing them with training and support to get into the labour market is crucial.

“We are quickly realizing” – explains Javier – “that one of the problems is that these students do not like how the current educational system is structured, so they quit. What we need is very specific formation to get them back into the system. Most of them are very smart and qualified, young people that are just looking for a first opportunity”. The *NEETs in Entrepreneurship* project helps them boost their self-confidence by providing guidance and focusing on their main aptitudes. “If you listen to these kids and give them a chance, if you train them and you insist on the things that they do well instead of on the things that they do wrong, you can get the best of them”.

All-in-all, the response from NEETs has been very positive and only in the month of April about 50 young NEETs from Madrid and other cities followed the trainings. In addition, more than 15 volunteers have been involved in the activities. For the next months, JA Spain is confident that the number of participants will increase thanks to new trainings on employment and entrepreneurship, alongside other formats such as online innovation camps that will allow for more interaction. Several workshops are planned to cover the skills and competences required to enter the labour market – designing an attractive CV, doing interviews online or managing social media – as these skills are highly valued by young people.

Commissioner Schmit: The future of Europe is not low wages, insecure jobs

The EU is facing the worst recession in history as a result of the COVID-19 outbreak. To ensure that the crisis does not turn into a social emergency, the bloc must address issues like job security, minimum wages, or youth opportunities, the Commissioner for Jobs and Social Rights, Nicolas Schmit, told EURACTIV in an interview.



Credits: NEETs in entrepreneurship

Commissioner for Jobs and Social Rights Nicolas Schmit in his office. [European Union]

Innovation and sustainability need to be at the core of the economic recovery so that “we can more rapidly come back to a stronger economy, and perhaps avoid a major social crisis which could then turn into a political crisis”, Schmit said. “The future of Europe is not low wage, insecure jobs”, he added.

Over the past few years, the Commissioner argued, there has been an increasing flexibilisation of the labour market. While it is important for businesses to be able to adapt to a rapidly changing environment, “it must also bring guarantees and security”.

The pandemic has further exposed the consequences of that, and Schmit said this should be taken into account when rebuilding the economy. This is where *NEETs into Entrepreneurship* comes into place. Implemented in Bulgaria, Italy, Romania and Spain, with the support of experts from Norway and Belgium, this project aims to provide real solutions for those vulnerable young people that are Not in Education, Employment, or Training (NEET). Until 2021, 1,600 such youth in these four European countries will receive training and support to acquire the skills needed to find a job or start their own business.

The age factor

“Young people will be one of the hardest-hit groups by this crisis”, the Commissioner explained, referring to schools and universities shutting down, crisis-induced layoffs and fewer job opportunities.

The European Commission is expected to unveil in the coming weeks an updated European Youth Guarantee, which has now become an important part of the recovery.

“It is a good instrument. It creates a real obligation for member states to tackle youth unemployment and find effective measures to help young people rapidly”, Schmit said, “but we have to go beyond”.

The Commissioner said the EU executive is working on further measures to support youth employment. “I don’t want to talk about strategies, we have to be concrete and propose measures that would work”, he said, but did not give more details.

Fair pay for essential jobs

Even before the crisis could be foreseen, the Commission had launched a consultation on a potential Europe minimum wage initiative that has now gained relevance.

“I read somewhere a nurse saying, well, it’s nice to applaud us but this does not pay our bills”, Schmit explained. “We have to have this debate in our societies about the value of certain professions”.

“It’s not normal that people who work quite hard very often cannot have a decent living”, he said. “This happens in many countries, but there is a huge divergence between member states and that’s the objective of introducing a framework for minimum wages”, the Luxembourgish politician explained.

To achieve that goal, the Commission proposes creating the initiative either as a Council recommendation, or a binding directive. Schmit did not want to take sides.

“If I consult, I want to listen”. But whatever the outcome, the proposal “has to be consistent as it cannot just be an exercise we want to have because it’s nice to say that wages should go up”.

Spain has recently introduced a minimum income for people at risk of poverty or exclusion, which was welcomed by the Commissioner. “We still have a too high level of poverty in Europe, even in the most prosperous countries”, the Commissioner said. “This is a national issue but it can rapidly become a European issue”, he admitted.

“We all know that the minimum income in Romania cannot be the same as in Luxembourg because of the living standards”, Schmit said, but added that people have the right, “I would not say to live decently, but to survive decently in difficult circumstances”.

Italy, Spain and Portugal have advocated for a European initiative and the German presidency could be willing to initiate the debate among EU-27.

A just recovery

While the Commissioner admitted that “the economy in many parts of Europe was not prepared to face the crisis”, he would not dig into the reasons the countries that

had been in the eye of the 2008 financial storm were again among the hardest-hit by the economic fallout of the COVID-19.

“I leave this analysis to much brighter economists than I am”, he said instead, and added: “I think now we have to focus on how we can strengthen the economy, transforming the social systems...”

Schmit praised EU countries’ efforts to support their economies but urged them to reach an agreement soon on the Commission’s €750 billion recovery plan that leaders will discuss on Friday (19 June) for the first time. “We cannot rely on national plans, but we have also to rely on a common European approach,” he said.

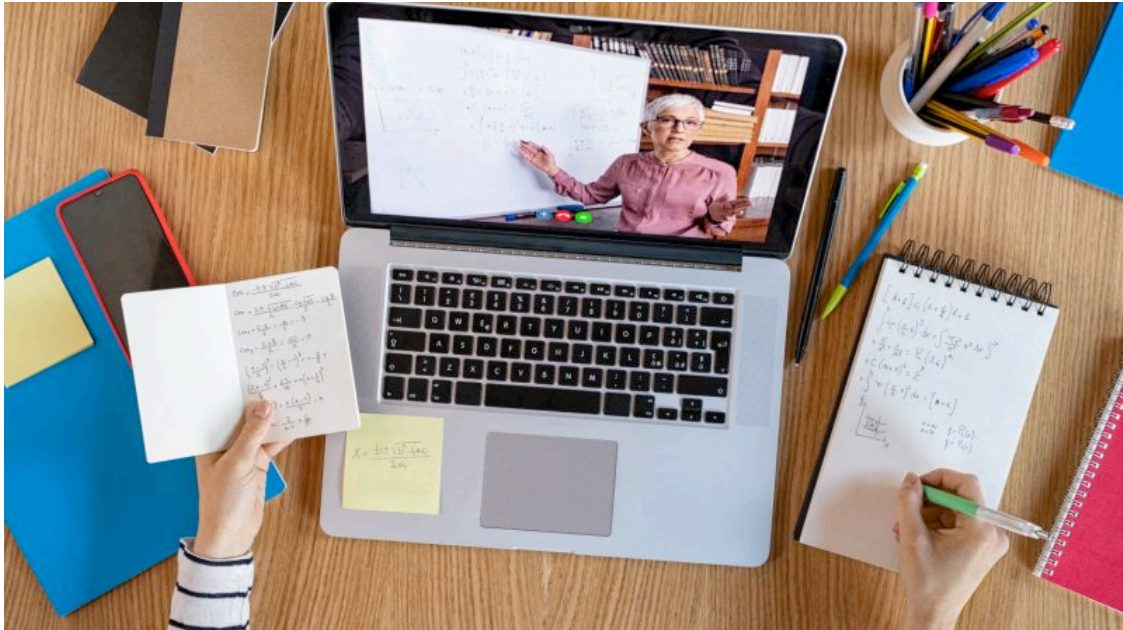
“In Europe, agreements take always a bit of time. I hope that this meeting can at least narrow the different positions and the basis for an agreement can be made”, the Commissioner said.

“It’s not, as some would like to say, one party paying for the other part. It’s really an investment in a common future”.

This recovery process is also eased by the *NEETs in Entrepreneurship project*, founded through the EEA and Norway Grants’ Found for Youth Employment by Iceland, Liechtenstein and Norway, and implemented by Junior Achievement in Bulgaria, Italy, Spain and Romania.

Changes in education as a result of COVID-19 crisis are here to stay, experts say

As lockdown measures are relaxed and schools reopen across Europe, EURACTIV has interviewed experts on whether the pandemic could have a long-lasting impact on education systems in Europe, and they said changes are here to stay.



Credits: NEETs in entrepreneurship

High angle view of video conference with teacher on laptop at home. [Shutterstock]

Just before the crisis, the **Center for European Policy Studies (CEPS)** conducted an analysis of the readiness for digital learning of education systems across the EU. The picture that emerged was not very encouraging.

“The index showed significant differences across member states in terms of the capacity to take up the opportunities of digital learning, which has proved key to adapt learning activities after the pandemic outbreak”, Sara Baiocco, a researcher in the Jobs and Skills unit at CEPS and co-author of the study, told EURACTIV.

Moreover, the figure of 16,4% of those aged 20-34 that were neither in employment nor in education and training (NEETs) in the EU in 2019 (Eurostat, May 2020) may rise due to this new pandemic context. This is why projects such as NEETs in Entrepreneurship become essential. Funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment, the project aims to help 1,600 Bulgarians, Italians, Romanians and Spanish aged 18-29. By 2021 all of them will receive life-skills trainings and counselling, 500 young NEETs will find jobs, 400 will participate in a business incubator, and 40 will start new businesses.

The pandemic has exposed the need to further equip schools with the infrastructure and technologies, and provide teachers and students with the skills needed to adapt to a digital environment.

The lockdown to contain the COVID-19 outbreak forced the adaptation out of necessity but the process was smoother in countries and regions where the technological possibilities were already available.

Roger Blamire, a senior adviser at the European Schoolnet, a network of 34 Education ministries in Europe, confirmed that only a minority of schools were ready for such a shock but argued that most had risen to the challenge.

“We saw more system-wide change in the first two weeks of lockdown than in the previous 20 years”, Blamire said.

According to a survey conducted on behalf of the European Commission during the crisis, for two-thirds of the respondents e-teaching was a new experience but the majority think online learning came to stay. As they are already equipped with the know-how for providing hybrid learning, Junior Achievement organisations implementing the NEETs in Entrepreneurship project in Bulgaria, Italy, Romania and Spain are at the forefront of helping those in need. Founded through the EEA and Norway Grants’ Fund for Youth Employment, the project benefits from the contribution of Iceland, Liechtenstein and Norway towards a green, competitive and inclusive Europe. Being able to achieve these goals by providing training, guidance and support for NEET youth and those that may become NEET in this new global health context is of paramount importance.

The future of education

The skills that are taught and the organisation of the learning experience are the two main aspects where the pandemic can have lasting consequences.

“The pandemic has accelerated the trends that were already in place regarding labour market transformation, notably the transition to the digital economy. Digital skills are central, a new sort of basic skills, deeply intertwined with digital learning”, Baiocco said. These skills, the researcher argued, need to be learned in school and updated over time.

But the coronavirus outbreak also resulted in increasing uncertainty. In a rapidly changing environment, behavioural and socio-emotional skills are as important as cognitive skills.

Andreas Schleicher, the director for education and skills at the OECD, believes the COVID-19 outbreak has proved the need for better social, emotional and organisational skills that would help students and later workers to “navigate ambiguity”, “be creative and imaginative” and take responsibility in times of crisis.

Roger Blamire argued the crisis has been “a wake-up call” for the organisation of the education system and has shown what can be done with technology, but also highlighted the things that only face-to-face interaction can do.

Schleicher added that “in the past, we assumed if people sit in a classroom, everything is fine”, but the pandemic has exposed the inequalities within a classroom both material and in terms of the level attention required.

He argued, however, that the biggest lesson is that education needs to better integrate technology. “In the past learning was a place and now we are realizing

learning is an activity, and the activity may extend from school to home”, the OECD expert said.

Baiocco agreed that this transformation – which was already in place – has been accelerated by the lockdown but warned of the impact that moving the learning process outside of schools might have on the whole society.

“Schools being such an important part of the organisation of our society, the effects of such organisational change are likely to go beyond the education system, for example affecting the work-life balance of workers”, Baiocco warned.

In fact, the role of parents during these difficult times has been enormous. Blamire explained that “despite multiple pressures, parents have in large numbers become the teachers of their children, with a better understanding of the curriculum and appreciation of what their school is doing”.

The pandemic has been highly disruptive for everyone, but has been particularly hard on those students who are not very engaged or do not have enough parental support, OECD’s Schleicher said.

“For those, this has been a big shock, and I think they have been left behind”, he added.

The socio-economic inequalities and the digital gap are fundamental to explain this. The sudden shift to digital learning, Baiocco explained, can have diverging effects on children, or adults in the case of adult learning, from families with different socio-economic and educational background.

“Ultimately, education and training during and post-COVID could end up reinforcing rather than reducing inequalities”, Baiocco warned.

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.

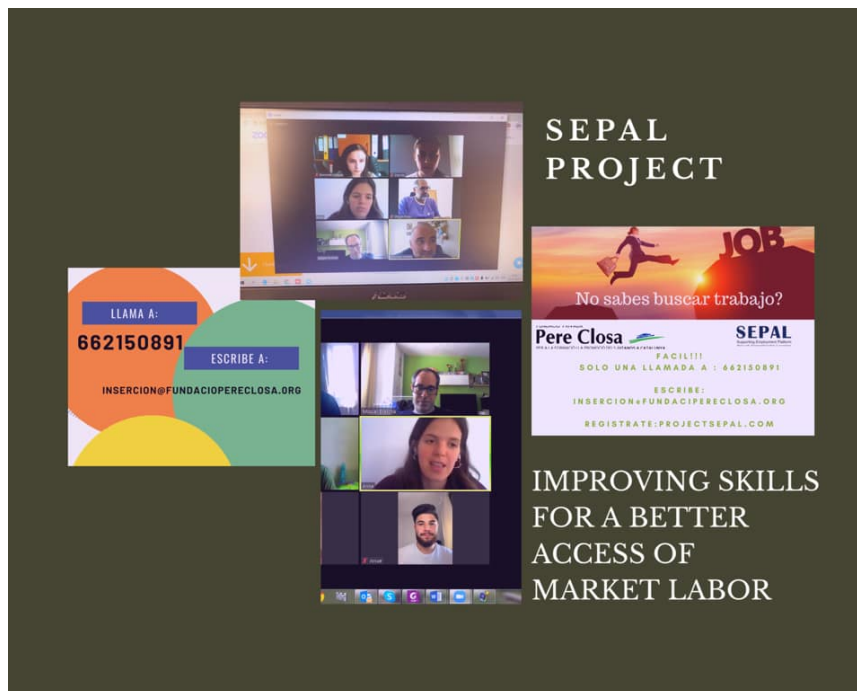
Target groups:

- 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

Online Group Session trainings: "Improving the soft skills and how to have a successful Job Interview"



Credits: SEPAL

Last May, the Spanish WISERS team for the SEPAL project, organized a virtual training session, it was held to train young people whom participates in the project on new strategies for dealing with online interviews or how they have done, it was called interviews 2.0.

Due to the situation generated by the global closure and the impossibility of physically moving to different jobs places, to conduct a face-to-face interview. They decided to make a study of what would be the most effective way to face a job interview in the new normality and once this information was obtained, they prepared the theoretical and practical training. Was designed for those young people who before the confinement were having job interviews in the different productive sectors of the city, the day chosen there are a total of 10 persons in the sessions divided in two groups. The training was designed to provide practical tools and strategies in order to overcome a telematics interview cannot interact directly with the potential employer. We worked on topics as diverse as, the different platforms for video conferencing, analyzing the strengths and weaknesses, through the control of the space where they were having the interview, noise control, clothes, or profile on the different platforms, to reach the way of presenting oneself.

At the end of the day, the young people had acquired new procedures to defend and resolve their candidacy. The general opinion of the group was that it had been a very positive experience for them. So much because at the end of the session each participant contacted with WISE experts through different channels to resolving doubts and comment on some details, as well as encouraging them to continue

performing dynamic activities, such as the one designed by continue to improve in its employability.

SEPAL Project in Greece: Restart



Credits: SEPAL

In the last few months PEPSAEE (Panhellenic Association for Psychosocial Rehabilitation & Work Integration) has been delighted to cooperate with KoiSPE “Diadromes” and to participate as a Local Stakeholder (LSC) in SEPAL project. Part of this partnership is the apprenticeship of Mr. E.K. at the Specialized Day Centre - "PEPSAEE Social Dialogue Centre".

Mr. E.K. was introduced to the organisation four months ago, when he visited the premises along with the WISE expert Evie Georgakopoulou in order to gain a direct, first-hand experience of the context and the people of PEPSAEE and similarly for our associates in PEPSAEE to meet the participant. In this first meeting E.K. was quiet but showed his sincere intent to conduct his apprenticeship at the centre as he really liked the space.

In the meetings that followed, he gradually familiarised himself with the site and the employees and from the very first day of his apprenticeship he took up certain duties. Specifically, he has undertaken the preparation of the room where the IT training groups are carried out – that is the 2 out of the 41 workshops that are being held this year at the Centre for Social Dialogue. Mr. E.K. obviously feels more comfortable in the centre while also developing dialogue with other employees. However, the consistency shown by his impeccable commitment to his duties must not be overlooked.

During the COVID-19 outbreak and the subsequent lockdown, E.K. ceased his apprenticeship until further notice. His frustration was evident as well as his impatience to reconnect and complete his participation. During the quarantine period, he had constant and regular contact with the WISE expert Evie Georgakopoulou, who supported him and helped him to increase his tolerance for waiting, to verbalize the feelings and dissatisfaction he experienced, in a quarantine with no visible horizon. Furthermore, the WISE's role was to fill the gap created by the quarantine and to ensure the "continuity" of the project (and of the services provided) within this unpredictable condition.

When the government introduced the easing of lockdown restrictions, E.K. was thrilled to receive the news of his resuming the apprenticeship in PEPSAEE. In the meantime, many things had been modified in the operation and services provided by PEPSAEE, such as the cancellation of some of the workshops, in which E.K. had the task of preparing the room.

A new meeting was carried out, that was attended by the WISE expert, the LSC's representative Ioanna Tsambalati (Psychologist MSc, Head of the Office of Supported Employment) and the participant, during which the duties of the E.K. were redefined. Specifically, and given that E.K. had a long experience in gardening, he was assigned the corresponding tasks in the garden of PEPSAEE. Mrs. E. Prokopiou, who has the overall responsibility of the garden also attended the meeting and was appointed as the participant's mentor for the specific tasks.

The cooperation of KoiSPE "Diadromes" with PEPSAEE dates far back and is remarkably close. The SEPAL project offered the opportunity to systematise the exchange of experiences, expertise, and good practice, as well as activities which may lead to long-lasting quality projects, partnerships and networks.

Work in progress

Reality after COVID-19 is slowly coming back to normal. Our partners from Poland has already contacted with new LSC members and they extend network of local institutions working in field of supporting vulnerable groups.

On the 26th May 2020 Agnieszka Janiak (WISE expert- job mediator) and Beata Mintus (communication coordinator) met with leader of 'Mam Dom Foundation'- Joanna Kawalek. The main goal of the Foundation is to prevent social exclusion, equalize development opportunities, support reintegration through social and professional activation in the form of trainings, workshops and educational programmes, as well as popularization of the idea of social mediation. A group of our NEETs have already finished the course of leisure workers started apprenticeship stage in the Foundation. They work as carers during summer camp for children.



Credits: SEPAL

On 5th of June the Polish team met with Mariusz Michalski, President of the Klaster NGO and 'Wiedza i Miłosierdzie Foundation'. The NGO Cluster conducts activities for the benefit of the poor, disabled and threatened by social exclusion people by supporting the development of their social competences. The Polish team signed an agreement of cooperation in case of implementation of apprenticeship stage for project's target group. We are very happy that the SEPAL Project is expanding its activities beyond Szczecin and we are optimistic about our new cooperation.



Credits: SEPAL

In times of pandemic, strengthening the cooperation of local networks is our priority. At the end of the summer we are planning organize a dissemination event in order to discuss and summarize the first two years of SEPAL project.



Credits: SEPAL

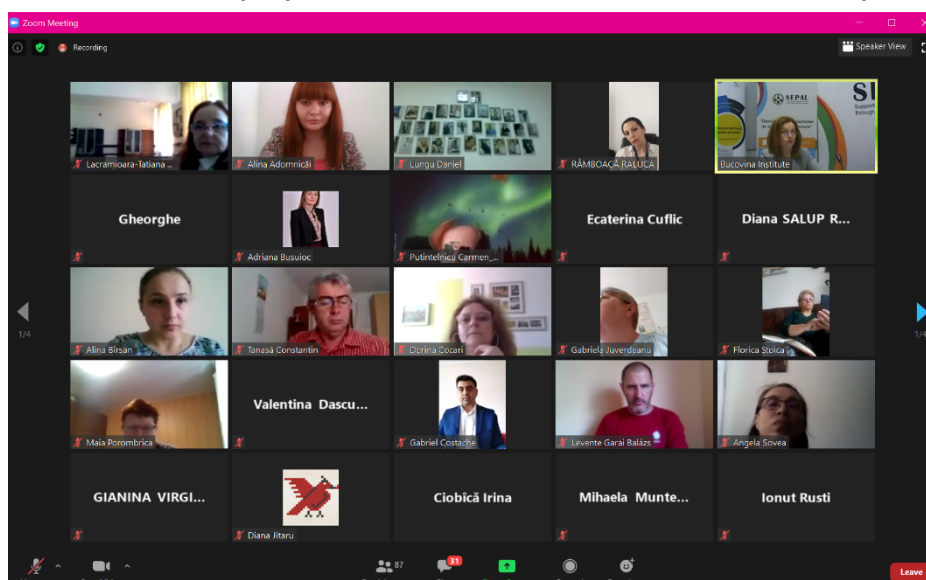
Dissemination Event regarding the Learning on the Job Opportunities within the SEPAL Project

The infographic is divided into three main sections. On the left, under the heading 'apprenticeship stages', there are nine circular icons representing different stages: a toolbox, a power drill, a hammer, a briefcase, a bag with 'KG', a welding mask, a hard hat, a wrench, and a screwdriver. Below this, the text 'dual education' and 'grants for apprenticeship employers' is displayed. The central section, titled 'WEBINAR LEARNING ON THE JOB OPPORTUNITIES', lists the organizers as 'Institutul de Cercetare Științifică București' and lists three guests: Costache Gabriel (National Authority for Initial Vocational Training), Porochiuc Gabriela Liliana (County Agency for Employment), and Râmboacă Raluca (National Accreditation Center). It provides the date (Friday, 12th of June 2020), time (11:00 AM - 12:30 PM), moderators (Petru - Vasile Gafiuc and Ionuț Burac), and the SEPAL Romania webpage. The right section features the SEPAL logo and three circular icons: a person at a desk, a group of people, and a magnifying glass over a document.

Credits: SEPAL

On the 12th of June, the Romanian partners within the **SEPAL Project (Supporting Employment Platform through Apprenticeship Learning)**, referenced with the number 2017-1-058) organized a **dissemination event**, which took place online on the Zoom platform. The event, titled **"Learning on the Job Opportunities"** aimed at the promotion of the **apprenticeship stages** and the **learning on the job opportunities**. Other goals consisted in the presentation of the **legislative framework** and the **benefits for the apprenticeship employers**.

Within the SEPAL event, several specialists in the fields of dual education, apprenticeship, certification and employment from different institutions at County and National level had an intervention regarding the **Perspectives on dual education in Romania, The Law of Apprenticeship, Assessment of skills acquired in a non-formal and/ or informal way**.



Credits: SEPAL

Therefore, Bucovina Institute had guests from County Agency for Employment, National Authority for Initial Vocational Training in Dual System and National Authority for Qualifications. Among these specialists we can mention: the Executive Director of County Agency for Employment, Mirela Adomnicăi that brought into discussion the **situation of the employment in Suceava County**, the Superior Inspector within County Agency for Employment (Gabriela Porochiuc), who discussed about the **law of apprenticeship and apprenticeship stages**, the Vice-president at National Authority for Initial Vocational Training in Dual Training, Costache Gabriel who approached the subject of **dual education**, an excellent alternative concerning the professional training for the young people *and* the Head of Office within the National Accreditation Centre from National Authority for Qualifications, Raluca Râmboacă who brought into discussion the **assessment of skills and the certification** in her presentation highlighting the process through which they help people to obtain a qualification, a document certifying one's skills.



Credits: SEPAL

In addition, **one NEET registered in the SEPAL Project, employed at Suceava County Hospital as a medical assistant**, shared her thoughts about her learning on the job experience, mentioning the **support she got during her apprenticeship stage** and the qualities that a NEET who wants to apply for a job in the field mentioned above should have. She was and still is a very motivated and positive person, eager to learn and to continuously develop her knowledge and abilities.



Credits: SEPAL

More than this, Bucovina Institute had **four mentors** invited (a pipe blower, an administrator of a transport company, an auto mechanic and a traditional artisan) who manifested **the need of having apprentices at their workplace**, being eager to **train young people** to earn the necessary skills through **practice** and **experiential learning** and with whom we established a relationship of collaboration. All mentors affirmed that they need apprentices motivated to learn and they are willing to train them.



Credits: SEPAL

The dissemination event was successfully organized with the **support of our local LSCs** from the **County for Employment Agency (AJOFM Suceava)**. Our LSC provided us the necessary support even before we started recruiting and working directly with the NEETs, being our collaborators and our local partners involved in other events, activities or projects that we have been carrying on in the last couple of years.



Credits: SEPAL

The Webinar had 224 individuals registered on Zoom and 176 of them participated directly within the webinar. from various areas of the country and from Republic of Moldova. The majority of them were **teachers, social workers, psychologists and school counsellors**. More than this, the Webinar was broadcast live on Facebook and shared on our Projects Facebook Pages and on our Organization Pages. For more information regarding our Project, our activities and our events, you can access our Project Facebook Page: <https://www.facebook.com/projectSEPAL/>

The full video of the Webinar **"Learning on the Job Opportunities"** can be found on our YouTube Account and you can access it by clicking the following link: <https://www.youtube.com/watch?v=IhTgYUYbIY8&t=4s>

Women in business support social responsibility! 3rd SEPAL dissemination event in Lithuania



Credits: SEPAL

On 16th of June, a group of business representatives had been invited to a round table discussion about the pros and cons of employing young people, vocational training deficiencies and the opportunities of the project SEPAL. Our WISE expert - job mediator, Justina Dranginytė - Stočkė presented the success stories and early results of the project, the meaning of the partnerships and social responsibility for the business. The discussion on the youth employment took place, the representatives discussed the different employee and employer's perspectives, beliefs about a young employee as being unmotivated, incapable of remaining at one place for a long time, not being worth the investment. Participants discussed the gaps of the education, actual reasons why the conflicts at workplace occur. Moreover, participants debated why social responsibility is so unpopular among the businesses, why there are not so many social firms in Lithuania, even less those which focus on the employment of other disadvantaged groups but disabled.

The quarantine had passed and it showed mistakes done by business as well. As our participants admitted, the pandemic affected the most those who were less flexible, who couldn't re-arrange the work fast enough and those whose employees were not prepared for working in shifts or from the distance. Moreover, they acknowledged that there were more difficulties with those employees who need additional support at workplace (new employees, less motivated, less experienced). Participants said that on the job support for all their new employees would have been helpful for them to remain effective or, sometimes, remain employed.

This discussion has raised awareness among business sector about the social responsibility. Successful experiences in employing the young employees ensured the participants that it is worth the investment. All the participants concluded that policy is to be changed for more social firms to be established. Few companies become interested in employing some of the project participants. Our job mediator – Justina Dranginyte - Stocke questioned the most common myths and stereotypes related to youth employment, she invited representatives to participate in the project and build the competences of the employee at the workplace via apprenticeship and on-the-job training. As the vast majority of the participants were women, being in a societal group with less opportunities than men, they shared the idea of support for other vulnerable groups.

Focusing on the medical field regarding the Apprenticeship and the Learning on the job programs within the SEPAL Project



Credits: SEPAL

During the pandemic, the need to involve and employ a large number of people in the **medical field** was highlighted. **Doctors, nurses and volunteers** have been in high demand concerning the support and the help necessary for the sick and the vulnerable people during this challenging period. Therefore, this kind of professions have been and still are the most sought after. In other words, a strong and fast-growing demand for healthcare workers was observed in the last months.

On the one hand, within the **SEPAL Project**, the specialists from Bucovina Institute (Romania) tried to focus on the NEETs that have studied and that are certified in the medical field, implicitly those who finished the Post-Secondary School for Nurses, but not only. Needless to say, the professions in this field demand a period of training and study. Therefore, several, young people registered in our Project, aged between 24 and 29 years old followed an **Apprenticeship** stage during which they gained knowledge, developed skills and learnt by experiencing at the workplace. This period helped them in their process of employment.

The Romanian WISE Experts working within SEPAL supported numerous NEETs during the coronavirus pandemic which benefited and still benefit from the free services provided in the project. What is important to mention is that six young people are, at the present moment, in the **Learning on the Job** program, started in May 2020 at the County Hospital from Suceava (five NEETs) and at a Care Center for Elderly (one NEET).

The Lead Partner of the SEPAL Project, Bucovina Institute has been collaborating for many years (since 2005) with the Suceava County Hospital, meaning that there is a bilateral relationship based on a **strong partnership**. So, in order to have an overview

of the NEETs' itinerary, we **communicate** with them and with representatives from the institutions mentioned above and more than this, we monitor and **evaluate** their activity, while we are offering them the **information** and the **support** they need.

On the other hand, one partner from KoiSPE Diadromes (Greece) has been **working in the National Public Health Organization (NPHO) since the beginning of the pandemic**. The NPHO's mission is to provide services that contribute to the protection and improvement of health and increase the life expectancy of the population by enhancing the capacity of the National Healthcare System, with particular focus on public health services, to effectively respond to threats to human health by communicable diseases through the early detection, monitoring and evaluation of risks, reporting and submission of evidence-based proposals and intervention measures.

Until the present moment, the SEPAL team from Greece haven't placed any NEETS in the medical field, being difficult to employ them because the public health system does not allow unskilled individuals to access it and, more than this, they do not have any registered NEETs specialized in nursing or something similar. In this regard, Government asked for volunteers to help during this challenging period. A mandatory requirement was that they study or be graduates of medical schools or even retired doctors/ nurses. Although, **two of their main LSCs (Local Stakeholders)**, AstroLab and Athens Makerspace, **made thousands of masks and gave them to the health system**.

In conclusion, the SEPAL Project's team supports the NEETs who want to get involved, who want to follow an apprenticeship stage and later to learn at their job in order to develop their knowledge, their skills in the field and to gain the necessary experience that will help them on a long term.

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	Center for Sustainable Communities Development	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
Croatia	Beneficiary partner	City of Gospic	Local Government	Gospic

Bulgaria RAISE Youth Demo Center Opening was “po voda”**

**In Bulgaria when everything goes well and you have a great luck, we say that it is “po voda”, which means “on water”.*



Credits: RAISE Youth

On July 18th RAISE Youth Centre opened its doors to young people from Pernik district, Bulgaria. The torrential morning rain did not frighten nearly 50 people who came to support the grand opening of the RAISE Youth Center and wished success to the young people who will work and raise in it. Among those present were Mrs. Daniela Vladimirova, Deputy Mayor of Zemen Municipality and Stoyan Stoyanov, Secretary of Zemen Municipality. They not only expressed their greetings and readiness for support, but also stressed how talented today's youth is.

"I believe in young people! They are proactive, they are talented, they have skills, they have opportunities and we as a society, as institutions, we must give them the opportunity to express themselves," added Ms. Vladimirova.

Young people from almost all municipalities in the region were present, as well as representatives of many youth organizations from Pernik district. Some of them have already participated in various initiatives of the RAISE Youth project. Furthermore, certificates for successfully completed courses in herbalism, beekeeping and storytelling were awarded. The event was attended by some of the trainers and the upcoming courses in e-shop management, tourism, training of mountain guides and embroidery were announced.

The RAISE Youth team was represented by its leader - Ms. Stanimira Hadjimitova, Director of Center for Sustainable Communities Development. She shared her enthusiasm for work and development in the region and stressed that the project is flexible enough to meet the needs and ambitions of all young people who recognize the initiative as their own. According to her, with joint efforts the young people can build a completely new image of Pernik region and make it even more attractive not only for tourists, but also for their peers and for themselves.

RAISE Youth Focus Groups in Croatia - Starting Point for the Future



Credits: RAISE Youth

From May 27th to June 17th 2020 RAISE Youth team Croatia organised total of 9 focus groups with NEETs from the targeted project area – Lika-Senj County and parts of Karlovac and Zadar County.

The idea behind this qualitative approach was to bring together young unemployed people from rural parts of Croatia in order to gain an in-depth understanding of the everyday issues with which they are faced.

The participants of the focus groups were carefully selected based on their age and employment status and screened beforehand using the questionnaires what gave us a well diverse group with one thing in common - challenges facing the labour market.



Credits: RAISE Youth

Unlike interviews or surveys, during focus groups participants were asked questions and were encouraged to discuss thoughts freely with other participants. The aim was to generate ideas and provide the best possible guidance and solutions.

The discussion was moderated by the project coordinator Ms Mary Ann Rukavina Cipetić with the assistance of other members of the project team. Ms Rukavina Cipetić stressed her satisfaction with the high degree of interaction between the participants and the amount of innovative ideas and enthusiasm the participants shared. The main focus of the discussions were the possibilities of young people from these regions in the field of agriculture, tourism and digital technologies.

Out of almost 50 participants of the focus groups most of them expressed their interest for tourism and/or agriculture. Information collected through focus groups gave RAISE team an insight of the problems, needs and opinions of NEETs in Croatia and will serve as starting point for the future workshops and trainings with the project experts.

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

Online presentation for youth on the phenomenon of cyberbullying

Zsuzsa Szabó and **Alexandra Benedek**, two mentors of the project **Find Your Way to the World of Work**, held an online informative presentation to the vocational students from Gheorgheni on the topic of cyberbullying. Below you can read Alexandra and Zsuzsa's report.

First, we clarified what constitutes being harassment: spiritual abuse on the internet or a repetitive and intentional act aimed at causing harm (with the help of the internet), aimed at intimidating, mocking or shaming the victim.

Participants in the harassment process:

- Harasser
- Intermediaries
- Victim

The bully may be known or anonymous to the victim.

In the case of intermediaries, we discussed in detail what that means, what role they take on, and that criminal proceedings can be instituted against them if the victim makes a report to the police.

In the case of the victim, we discussed the possible consequences of the harassment to them. I have outlined this in a step-by-step process:

Anxiety → depression → decreased self-esteem → suicidal thoughts → suicide attempt.

We discussed the criminal consequences of harassment. I explained how to block the harasser on online interfaces e.g. on Facebook.

We drew attention on who to turn to for help or advice in case of harassment (if they are being harassed or they know of someone who is harassed): we recommended parents, teachers, school psychologists or adults they trust. We emphasized they shouldn't ask their peers for help or advice because those may not be able to give proper or mature advice.

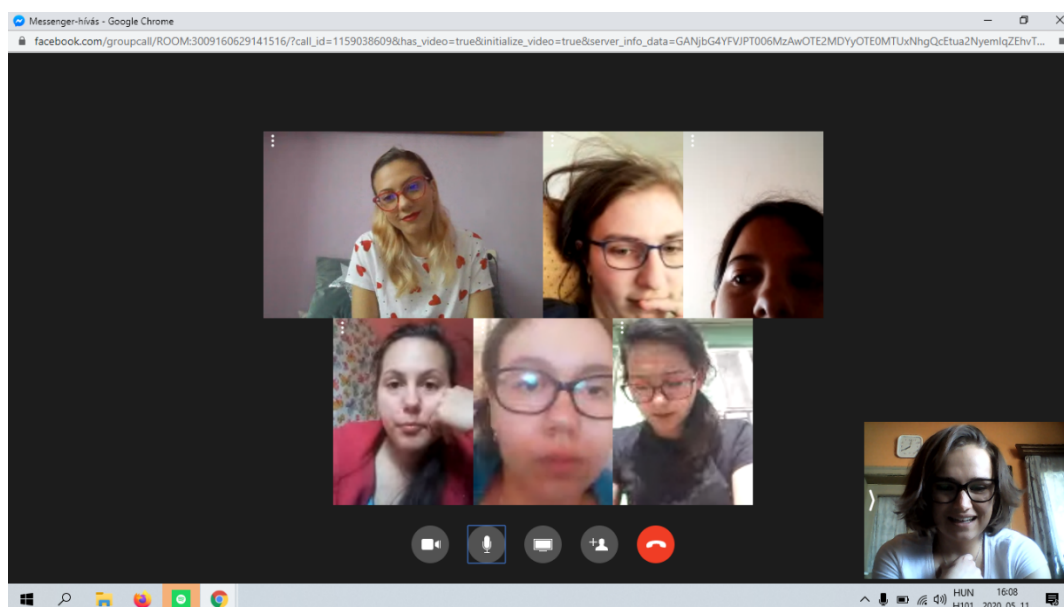
We discussed in detail the negative implications of taking nude-type images. We warned them not to take pictures of that type, because this is the safest way. After that, we gave examples and listened to their experiences, the stories they heard or saw.

On the online presentation 5 mentees participated from Gheorgheni. In the first half of the lecture we went through the introduction. All of the participants showed great interest in the topic.

At the end of the presentation, listening to the experiences, the youth revealed a lot of stories. Questions have been raised like who to turn to if they become victims of cyberbullying. Due to the random formation of the group, all of the participants were girls, so we were able to get deeper into the cases and examples.

After the online meeting we received feedback that they found it very interesting and would like to further discuss about this topic. Our observations were that during the presentation, the youth were a bit timid and opened slowly. From the feedback we concluded that seeing a stranger and the unusual way of meeting may have triggered them to be slightly quiet.

We would like to repeat the meeting on other topics as well, especially among the existing clients.



Credits: Find Your Way to the World of Work

Caritas plans for the upcoming period

- Recruitment and selection of participants – recruitment of participants, focusing on NEETs youth between age 18-29, mentoring and counselling of participants and their families – continuously
- Individual mentoring in identifying relevant positions, searching for job opportunities, support during the recruitment procedure - the lifting of restrictions allowed e-mentoring to be replaced by personal meetings
- Career orientation, profession presentation Online on Zoom due to the epidemiological situation (waiter, mechanical engineers, confectioner, hairdresser, etc.) - June, July
- Career orientation, personality development, open days and job shadowing – profession presentation during interactive group work and club activities, visiting companies – during July and August
- Soft skill training in Romania – 3 day soft skill and personality development training for participants in 3 different places (Odorheiu Secuiesc, Tg.Mures, Gheorgheni) – during the month of August
- Creation 1 video in Romania for recruitment of participants (between 18-29 Years) – by the end of June
- Disseminating 1 press release – August

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

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born with the intention of sharing the results and updates
of the projects participating to the Fund to showcase the
main achievements of implemented activities.

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