

Fund for Youth Employment



Credits: LEAD

Youth Employment Magazine



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Editorial

Dear Youth Employment Family,

Welcome back!

Another summer has passed, but how many differences comparing to a “normal” holiday season.

And how many aspects of our life have changed and will keep changing, both at personal and working level.

I may seem repetitive, but unfortunately the period we are facing is not only still ongoing, it seems we will have to cohabit with those circumstances for quite longer in the next future.

During the summer months many countries have tried to limit the anti-Covid impositions and restrictions: human being is guided by nature, and each country is showing resilience among the actual challenges and general uncertainties. However, we are not out of danger, unfortunately not yet.

The incredible is how much we still can do, not only to avoid worsening of the pandemic, but also to promote some good actions resulting from our activities: as often happens, our work is the reflection of what we are willing to do to contribute in our small way to change the world, at least the one limited to our daily realities, raising spirits.

The EEA and Norway Grants proved one more time that we can do it. Despite the actual challenge, the contribution to reducing social and economic disparities in Europe and to strengthen relations between the donor countries and 15 beneficiary countries in Northern, Central and Southern Europe has been further supported: a second call for proposals has been launched the 1st of September with additional €11.5 million made available towards new transnational projects.

The focus on transnational cooperation, indeed, reflects the view that unemployment among youth is a common European challenge and common European solutions should therefore be explored. In assuring these priorities of the call please also remember that we all know that engineering and computing, or green and/or care professions are important and expanding, but do not forget people and culture, these sectors also could be investigated in order to increase job creation and reduce unemployment.

This path is perfectly in line with the EU priorities, and particularly with the European Commission’s call for proposals titled “Establishing and testing integrated interventions aimed at supporting people in (the most) vulnerable situations” (<https://ec.europa.eu/social/main.jsp?catId=629&langId=en&callId=603&furtherCalls=yes>).

The call, financed under the European Programme for Employment and Social Innovation "EaSI" 2014-2020, wants to establish and enhance cooperation among various organisations (authorities and non-governmental organisations) providing cash benefits, delivering personalised social services, providing labour market activation measures and to test its implementation.

Why mentioning this? Because this EC call could be a great occasion for you dear colleagues pumping hearts of our Youth Employment programme implementation. As you know current implementing Lead and Beneficiary partners, are not allowed to apply for our new call, it became a must for us to participate to this call. I am sure our donors will appreciate your efforts in bringing our YE experience in further project developed via the EU assistance of the above-mentioned call, thus to assure "our YE voice" within this EaSI programme and create the necessary synergy. Certainly we know that our Donors, the EEA and Norway Grant will continue to further support our YE regional programme and it is with pleasure I am anticipating that some surprises are under analysis and more likely after next spring further extended support could be made available under the YE Fund programme. Keep working and assure your contribution is not only valuable but also marketable!

Furthermore, our Irish friend Thomas Mc Grath says, and as you will have the chance to read, Multilateralism will be a key to global health and economic recovery after Covid-19: «Responses to the virus in many parts of the world have seen a momentous shift from competition to cooperation, from individualism to group endeavour and from privatised to public and state means of working together. The crisis is an argument for closer cooperation, stronger international structures, more flexible and robust supply chains, and lower barriers - for goods and people - between partners. The crisis is rehabilitating the idea of a global community, not undermining it».

And, as remembered by our Spanish friend Iván Martín, there are already in Europe some examples of inspiring practices which could reflect, or start to implement and concretise, what above mentioned: «The Youth Employment Fund, with its 25 transnational projects seems to be a natural setting to apply such a systematic best practice approach. The YE projects involving almost 200 partners in 18 countries adopt many different approaches on youth employment promotion, and a few of them are even focused on knowledge production and cross-country learning. Another 6 or 7 projects for a total of €11.5 will be selected in early 2021 precisely in the fields of "innovation and exploration, transfer of know-how and good practice, analysis and research"».

What else? We, as Family, as Fund for Youth Employment, are on the good and right path: each project is doing efforts in trying to find the best solutions for their specific territories and target groups. Our Mag is a reflection of that, and we are looking forward to seeing the first results of his "brother" Regional Cooperation.

We, as working human beings, are doing the main part, we are the main responsible, through our daily actions, of the future.

So far you all have proved that it is worth trying. Your contributions here bring some positiveness in this world that, despite affected by a global pandemic, is trying to survive and go on with new, strong solutions for the “target group” of the future: youth.

Enjoy our 8th issue of our Mag, which is full of interesting hints towards reflections.

The FO Director,
Gian Luca Bombarda



Success Story

Letter to Francesca, Marche-Italy



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

Dear Francesca,

Thanks for sending your compelling photo. We were already aware of what you and many other Italian nurses have gone through since early March 2020. Yet, seeing you looking us straight in the eyes right after finishing a 12-hour shift in the intensive care unit of San Salvatore Hospital, Pesaro, is, if I may say, a speaking silence. Looking at us with an ice-cold stare... nothing to be afraid of when doing what you are afraid to do. Your photographer sought to focus upon the wrinkled lines below your eyes, left imprinted by the mask. Alas, he tried in vain – it is your eyes that captivate those looking at the photo. There's a story in those eyes, a story that you wouldn't like to tell us in the near future.

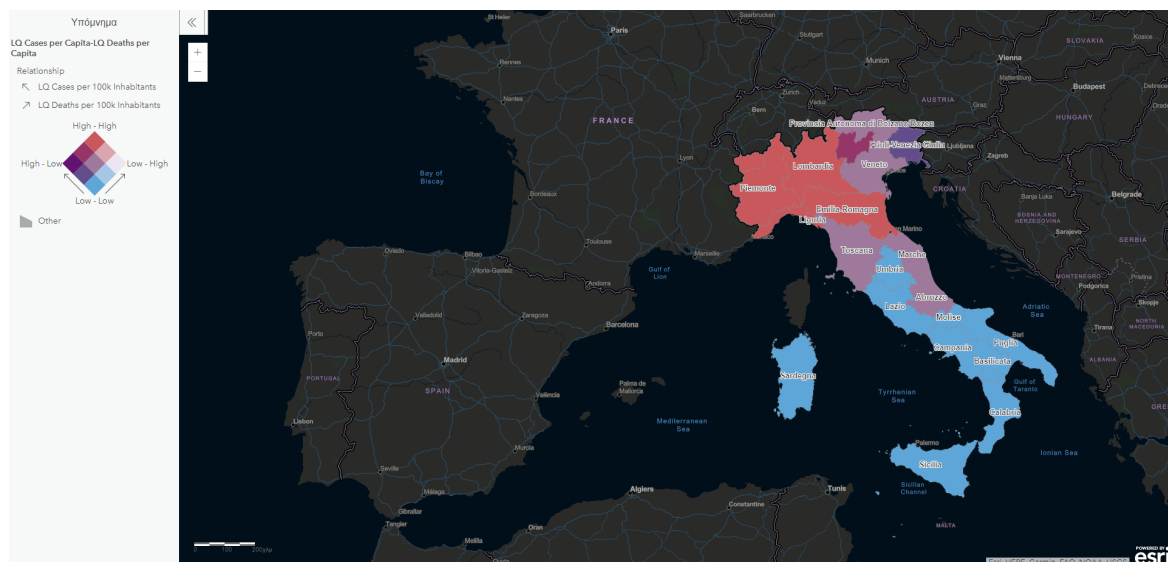
Anyway, a quick check shows that Pesaro is located on the east coast of the Italian peninsula, somewhere between Rimini and Ancona. Your region, Marche, is one of the 21 Italian regions hard-hit by the pandemic. Grief and heartbreak have sunk deep with the care workers and people of the area, as **7,400 cases and almost 1,000 deaths** have been recorded so far – numbers that are not easily forgotten. Whilst this is far from relieving for you, with **483 cases and 65 deaths per 100,000 inhabitants** so far, Marche is in a slightly better position than many of its neighbouring regions. We hope our words have not upset you – that was not our intention. We are just comparing cruel numbers in a very geographical way... making relational rankings, if that makes you feel better.

On a bittersweet note, Marche's famous specialised industrial areas, a typical example of the so-called Third-Italy highly praised during the 1980s for its export activity, has partly recovered since the lockdown was lifted. Unfortunately, we are pretty aware that thousands of those employed in the footwear and leather factories of Macerata and Fermo, Pesaro's furniture workers, or others employed in the textile and chemical plants of Ancona, not to mention the famous craftworkers producing accordions in Castelfidardo, are now feeling more insecure. More than 250,000 of these workers were on temporary redundancy by late April 2020!!!

I have to go now, let us close with some music from your beloved Nino Rota (isn't that right?). After all, Borgo San Giuliano and Rimini are very close to Pesaro. Amarcord Francesca....

Yours

The Covid-19 Regional Labour Dashboard team



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

Multilateralism key to global health and economic recovery after Covid-19: Europe carries torch of hope

At the time of writing (24th. September, 2020) over 200 countries have been visited by the Coronavirus pandemic contributing to a total of almost 32 million infections and one million deaths. The global pandemic has shifted the tectonic plates of an interconnected and interdependent world, with seismic repercussions at human, societal and economic levels. It has underlined the fallibility of human constructs.

The report card, thus far, of the nine month old virus makes chilling reading; Economic data point to the World economy heading for its steepest plunge in living memory; there are increasing North/South and East/West divisions; geopolitical fault lines are expanding; multilateralism and international cooperation are undermined; Inequalities are rising and societies remain under tension; the fragility of lives, economies and societies have been underscored by the Pandemic virus.

The crisis has exacerbated many of the fault-lines that beset the world economy. Indebtedness is even higher, wealth inequality more extreme in countries such as the US, and globalisation is now in retreat. The Coronavirus pandemic has broken once immutable laws and exposed the fragility of so much that was taken for granted. A once accessible and small world with unimpaired mobility now seems vast again from quarantined 'prisons' with little travel by air or sea. States have unilaterally closed their borders and imposed export bans.

Other analyses posit that the Corona pandemic has frozen and interrupted a world, whose dynamics will be altered profoundly, and might witness epiphanies of renewed values, pared expectations and increased solidarity. Responses to the virus in many parts of the world have seen a momentous shift from competition to cooperation, from individualism to group endeavour and from privatised to public and state means of working together. The crisis is an argument for closer cooperation, stronger international structures, more flexible and robust supply chains and lower barriers - for goods and people - between partners. The crisis is rehabilitating the idea of a global community, not undermining it.

What then of the European Union's response?

The first movements in that response are outlined in the recent European Commission Communication – 'Joint communication to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions' that frames the approach with multilateralism at its core.

"The EU supports international cooperation and multilateral solutions in this crisis. We are taking a leadership role in the coordination efforts undertaken by the United Nations, the G20, the G7, the International Labour Organisation (ILO) and the

international financial institutions. The EU will put its full weight behind the UN Secretary General's efforts to coordinate UN-wide response.

The EU's response follows a Team Europe approach. It draws contributions from all EU institutions and combines the resources mobilised by EU Member States and financial institutions, in particular the European Investment Bank (EIB) and the European Bank for Reconstruction and Development (EBRD). Working together, Team Europe can muster a critical mass that few others can match.

In a message to celebrate the International Day of Multilateralism and Diplomacy for Peace, Europe's adherence to multilateralism was reaffirmed: 'As we tackle the Pandemic crisis the European Union reaffirms its longstanding commitment to international cooperation and to the rules-based international order, with the United Nations at its core. The coronavirus pandemic reminds us how interconnected we are and how crucial multilateral cooperation is. To win the battle against a virus that knows no borders, there is no other option than to join efforts to find global solutions. Multilateralism is the only effective way to face a threat with which no country can cope on its own and which affects us all. Nobody will be safe in any country as long as the pandemic rages in different parts of the world.'

In Commission President Ursula Von Der Leyen's recent State of the Union address, she took this torch of defiance and hope and highlighted the opportunities for Europe: "This virus has shown us just how fragile our community of values really is – and how quickly it can be called into question around the world and even here in our Union. But people want to move out of this corona world, out of this fragility, out of uncertainty. They are ready for change and they are ready to move on. And this is the moment for Europe. The moment for Europe to lead the way from this fragility towards a new vitality.

I say this because in the last months we have rediscovered the value of what we hold in common. As individuals, we have all sacrificed a piece of our personal liberty for the safety of others. And as a Union, we all shared a part of our sovereignty for the common good. We turned fear and division between Member States into confidence in our Union.

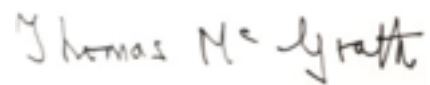
This is our opportunity to make change happen by design – not by disaster or by diktat from others in the world. To emerge stronger by creating opportunities for the world of tomorrow and not just building contingencies for the world of yesterday. We have everything we need to make this happen. We have shaken off the old excuses and home comforts that have always held us back. We have the vision, we have the plan, we have the investment. Europe must continue to protect lives and livelihoods."

Europe now has a unique opportunity to lead the world out of this crisis as a major power on the multilateral stage — but only if it remains united. United in its approach, united in its own many-roomed house, and united in its vision of the new world it wants to lead. The example Europe set of casting aside differences for the greater good over 70 years ago should be the guiding principle again now. A concerted, cohesive and

cooperative Europe is the actor the world stage needs as it faces this unprecedented challenge. Self-interest should have no place in this brave new world.

Thomas Mc Grath

Our Irish Journalist

A handwritten signature in dark ink that reads "Thomas Mc Grath". The script is cursive and somewhat informal, with the first letters of each word being capitalized and prominent.

Perspectives on Youth Employment in Europe (n. 6)

Best practices in youth employment promotion

“Best practices” are the Holy Grail of public policies and international cooperation. Policy-makers, practitioners, public institutions and international organizations are eager to dig out recipes for success in pursuing their policy or professional objectives. They are keen to invest in upscaling good practices that have performed well at a small scale or to transfer across regions or countries models of intervention which have arguably worked well in a certain setting. So the grey literature produced by international organisations and public institutions is full of compilations of “best” or “good” practices produced by consultants or sometimes practitioners themselves...far too often without the required independence, systematicity and objectivity of analysis. The concept is ripe for banalisation, and best practices repertoires are often a collection of descriptions of actual projects or practices produced by their very implementers. As a consequence, far too often good practices end up being “whatever my organisation does” or, in the most honest cases, “what works better in my portfolio of projects”.

The field of youth employment promotion in Europe is not an exception. A quick internet search will lead you to a number of such compilations by public employment services, non-governmental organisations active in the field of employment promotion or international organisations, and to a lesser extent by researchers. To cite a few of the recent ones:

- YOUTH EMPLOYMENT INITIATIVES (2018): [*Guide of Good Practices in the Field of Youth Unemployment*](#)
- European Roma Grassroots Organizations Network (2017), [*Investing in our future: What work\(s\) for young Roma? Top 10 Best Practices of Roma Youth employment*](#)
- Harjo, Minna, Merit Tatar, Dragomir Draganov and Maria Jeliaskova (2018), [*A Review of Good youth Employment Practices in 19 EU Countries*](#), EXCEPT Working Paper No. 17
- Ministère du Travail, de l'Emploi et de l'insertion, [*Banque des bonnes pratiques*](#), a French government compilation of good practices in this field.
- The list could be extended to other continents or to a global approach:
- Center for Human Services Research University at Albany (2017), [*Best Practices to Enhance the Employability of Opportunity Youth: A Synthesis of the Available Literature*](#)
- APEC Human Resources Development working Group (2018), [*Best Practices of Youth Employment Policies in Selected APEC Economies*](#)

- ILO Youth Employment Programme (2012), [*Youth Employment – Good Practices, International Labour Organization*](#)
- Solutions for Youth Employment, World Bank (2017), [*New and Promising Approaches in Youth Employment Programs: The S4YE Impact Portfolio*](#)

These exercises are no doubt a source of learning and ideas for youth employment practitioners, as knowing what others do is crucial in any initiative in the field of public policy. But a caveat is necessary: they tend to be biased and focus on what has been done, not on outcomes or impact, even less on efficiency, and they tend to neglect the failures or shortcomings of implemented projects. In the field of public policy, “Best practice” is often more of a communication concept than an operational or mutual learning concept. And compilations of “bad practices” explaining the reasons for the failure of many youth employment projects would be as useful for practitioners, but you will have difficulty in finding any.

An oxymoron

As a matter of fact, the very concept of “best practices” is an oxymoron: as the context evolves and organisations and practitioners progress along the learning curve, best practices of the past become obsolete and are replaced by new standards. And in trying to identify good practices, it is crucial to take into account that they are most often context-bound, i.e., that what works in a specific institutional, economic or cultural context does not necessarily work in a different context. To this extent, it seems more appropriate to talk about “promising” or “inspiring” practices, or even more precisely about “evidence-based” practices.

The concept of “Best Practices” was first developed in the field of organisational research and management in the early 20th century, notably by F.W Taylor, who endeavoured to find “one best way” of organising the production process in industrial manufacturing (the basis for Fordism). More recently, as this approach has spread to many other sectors, best practices have been defined as “those practices that have been shown to produce superior results; selected by a systemic process; and judged as exemplary, good or successfully demonstrated”, in the words of Robert Camp (Honorary life-time President of the [*Global Benchmarking Network*](#)). Benchmarking can thus be defined as a systemic process used for identifying and implementing best or better practices.

Robert Camp also referred succinctly to the main difficulties of incorporating best practices through the process by learning from them:

- Having sufficient knowledge of your own systems and processes to be able to compare them against others;
- Knowing where to find good practices;
- Knowing whether a particular practice is suitable for your situation;
- Adapting the practice to your organisation;
- Finding the time and other resources for the above.

In any case, it is clear that benchmarking and best practices identification is not a straight-forward approach which can limit itself to taking “pret-à-porter” solutions and transferring them to our field. In their 2011 article on best practices, Osburn, Caruso and Wolfensberger¹ concluded that their “usage should be more judicious, if not curtailed altogether”.

Systematic process

Without going so far, it can be argued that the key for making the “best practices approach” useful is indeed a “systematic” process of comparison and identification of those practices. Such a systematic process should at the very least follow the following stages:

- **Define criteria for success**, i.e., what are the sufficient and necessary conditions for identifying a good practice (quantitative results, satisfaction of beneficiaries, unit cost.....). This commonly understood definition of good practice can relate to results (effectiveness), but also to process (innovative approaches regarding actors involved, target population, operating approach, efficiency...) or even to long-term impact. Without such criteria, the exercise will be void and meaningless.
- **Independent assessment**, i.e., an objective analysis of a set of practices against those criteria on the basis of a detailed examination of enabling factors and obstacles. This can only be done by independent experts (ideally a small team) with good knowledge of the practice and the context, not by the practitioners implementing the practices themselves. The five classical dimensions of project evaluation are a useful reference framework for this assessment: Relevance (to the needs of target population); Effectiveness (in reaching the stated objectives); Efficiency (in the use of resources); Sustainability (over time) and Impact (change in structural factors).
- **Comparative analysis**, what is commonly known as benchmarking, proceeding to a systematic comparative analysis of practices pursuing similar objectives across countries, regions or even sectors. This comparative analysis should take into consideration the contextual factors and success factors affecting each of the analysed practices (contextual analysis) and in the best cases might be used to rank the practices considered in terms of performance.
- **Defining conditions for upscaling or transferring practices**. On the basis of the former contextual analysis, a case-by-case qualitative study should provide insight into the factors and conditions making it possible (or not) to upscale each of the identified good practices or to transfer them to other contexts.

The Youth Employment Fund, with its 25 transnational projects funded since 2017 for a total of approximately €45 million, seems to be a natural setting for applying such a systematic best practice approach. The 25 projects involving 184 project partners in 25 countries adopt many different approaches on youth employment promotion, and a few of them are even focused on knowledge production and cross-country learning.

¹ [Osburn, Joe, Guy Caruso and Wolf Wolfensberger \(2011\), “The Concept of “Best Practice”: A Brief Overview of Its Meanings, Scope, Usage, and Shortcomings”, *International Journal of Disability Development and Education*,](#)

Another 6 or 7 projects for a total of €11.5 will be selected in early 2021 precisely in the fields of “innovation and exploration, transfer of know-how and good practice, analysis and research”². This is no doubt an ideal environment for a collective exercise of evidence-gathering and analysis, leading to some conclusions on what works and what does not work in the field of youth employment promotion in different contexts, i.e., for a good practice analysis.

Iván Martín

Our Spanish Youth Employment Expert

A handwritten signature in black ink, appearing to read 'Iván Martín', with a stylized flourish above the name.

² <https://youthemploymentmag.net/2020/09/01/were-looking-for-the-best-projects-to-fight-youth-unemployment-in-europe/>.

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

Online training and consultancy session for LEAD teams from Romania, Lithuania and Portugal, delivered by Robert Elston, from Status Employment

In the second half of July, Robert Elston, Chief Executive of Status Employment, LEAD Expert Partner, held an online training and consultancy session for the project team members from Romania, Lithuania and Portugal.

Robert, who has over 30 years of experience in Supported Employment, spoke to our colleagues about this model, focusing on how to initiate and build, step by step, a relationship between the Supported Employment Specialist and the potential employer of people who request our services.

The Chief Executive of Status Employment emphasised the importance of a good understanding of the labour market by Supported Employment Specialists (legal framework, tax facilities and benefits granted to employers working with people with disabilities as well as their obligations). Starting off with these fundamental elements, Robert talked about concrete ways to identify suitable jobs for young adults enrolled in the LEAD project (for example, attending events organised by chambers of commerce and in business and exhibition centres). He also mentioned the importance of how their points of view are presented to the management team of the companies where the personnel placement is desired.

The core idea in Robert's lecture is that the relationship between the Supported Employment Specialist and the employer is one of partnership, not a classic relationship between provider and beneficiary. In addition, using this model, within the LEAD project, the employer does not pay the costs for the identification, recruitment and insertion of the employee, costs estimated at about 600 EUR/person.

According to the Chief Executive of Status Employment, the Supported Employment Specialist must have a positive attitude, must be polite and empathetic. In order to be successful, it is necessary to prepare the meetings with the employers thoroughly, stressing the long-term partnership relationship, and the win-win solutions offered.

The session delivered by Robert was an excellent opportunity for our colleagues to talk about issues they face locally and nationally, ask questions and obtain valuable information about the steps that need to be taken for a successful Supported Employment process.

Since august, The Services Center for Supported Employment – Constanta offers group vocational consultancy services



Credits: LEAD

The Services Center for Supported Employment – Constanta started in August to implement a group vocational counseling programme for young adults with disabilities looking for a job, beneficiaries of LEAD project in Romania.

The main aim of this programme is to stimulate the motivation of young adults with disabilities to lay the foundations for an attitudinal and behavioral change, in order to maximize their chances of social and professional integration.

During these sessions, HAO specialists help young adults: to understand and become aware of who they are and what they can become, to be aware of their qualities and defects, to increase their self-esteem, to perceive their own identity by comparing to others, to capitalize on their personal resources, to adopt a positive attitude towards themselves and others, to socialize more with those around them, to set the "I - Others" boundaries, to increase the level of responsibility for their own person, as well as for the group to which they belong. Particular attention is paid to stimulating the intrinsic motivation so that it can initiate the process of vocational (professional) development and involvement in finding a job.

This program is based on the DOTS Model, which provides four general directions in the career counseling process and allows the beneficiary to focus on action.

The programme began with the module dedicated to self-knowledge and personal development. By going through this module, participants had the opportunity to learn how to self-evaluate in a realistic way, so that they will eventually be able to make

decisions while taking into account their qualities, skills and the possibilities that may arise.

"We identified: things which they like, people who are important to them, places where they feel good, activities they want to do, aspects they want to get over. The participants entered in a game resembling a train journey in which they were invited to go together in an Adventure of self-knowledge. In this Adventure, each of them was free to take the good things and leave behind the unpleasant memories. They were invited to realize how different they are from each other, and how many elements help them to connect to each other, such as: computer games, spending time with family and friends, walks, watching TV, music and drawing", said Alina Sachelaru, Supported Employment specialist with HAO, at the end of the first group meeting.

Through the exercises in this session, HAO specialists tried to: stimulate the self-determination of the person and their intrinsic motivation to start organizing their life; unlocking and disinhibiting them on some level; learning and accumulating new knowledge; acquisition, integration and use of discovered and rediscovered alternatives in order to help the young adult with disabilities evolve and develop.

Until now, 14 young adults with disabilities, beneficiaries of LEAD project, have participated in the vocational counseling programme developed by HAO team in Constanta.

Experience exchanges between employers and young adults with disabilities, organised by HAO in Constanta (Romania)



Credits: LEAD

Health Action Overseas (HAO) has continued the series of exchange meetings between young adults with disabilities looking for a job and potential employers organised within the project “Labour market Employment for young Adults with a Disability – LEAD”

Thus, in the end of June, in Constanța County, at Cumpăna City Hall - Multifunctional Center for Socio-Medical Assistance, 7 young people with young adults with disabilities aged 15 to 29 years had the opportunity to talk with representatives of Cumpăna City Hall, of Cumpăna Sheltered Housing, and also with members of the HAO team.

Valuable information on: the evolution of the labour market, the active jobs in: Cumpăna village, Constanta municipality and Constanta county, the salary level and details about working conditions for each position currently open were delivered to young adults on this occasion.

Our colleagues, Alina Dobrescu, Coordinator of the Supported Employment Programme with HAO, and Alina Sachelaru, supported employment specialist, talked about the employers’ expectations, and about the weaknesses identified during the integration process of a new employee. "The lack of motivation, conscientiousness and perseverance shown by young adults make it difficult for them to obtain and keep a job", said Alina Dobrescu, also emphasizing the importance of transversal skills. According to Alina, "participation in vocational training courses organised by authorised providers, as well as involvement in volunteer activities contributes substantially to the development of skills required on the labour market."

During the meeting, each young adult had the opportunity to express their expectations regarding employment and to talk about the barriers they face in the process of obtaining and keeping a job, the most important being: lack of experience, their disability which is obstructing them from carrying out some tasks, and the lack of jobs in the field where they have been prepared.

Starting from these points of view, our colleagues have identified the most effective strategies to overcome individual barriers in order to find and maintain a job by young adults, following a personalized path, through the process of supported employment. While LEAD project is carried out, 27 such experience exchanges will take place, 12 of them coordinated by HAO (Romania), 9 by Valakupiai Rehabilitation Center (Lithuania) and 6 by Consultis - Consultoria Empresarial, Unipessoal Lda. (Portugal).

Seminar: “Supported Employment – the key to overcome barriers to employment for young adults with disabilities”



Credits: LEAD

The event was organized at the headquarters of the Rainbow of Knowledge Association, in Medgidia, in the middle of August, by Health Action Overseas Romania Foundation (HAO), within the project "Labour market Employment for young Adults with a Disability - LEAD".

11 representatives of institutions, non-governmental organisations and other private entities which provide social services to people with disabilities attended this seminar, organised with the support of Oana Paraschiv, founding member of the mentioned Association.

The main topic of the seminar was the model of Supported Employment. On this occasion, the trainers highlighted the impact and benefits of this European model to both young adults with disabilities and employers. The methodology of the Supported Employment process, the particularities of young adults' integration on the labour market, strategies that can be successfully applied to motivate them to get hired and keep their jobs, labour market trends and opportunities at local and county level were other topics discussed during the seminar.

The event was interactive; the participants had the opportunity to present their own opinions and experiences. According to those who attended the seminar, the integration of young adults with disabilities on the labour market is a complex process. In their opinion, the providers of employment services must work alongside other institutions and organisations which offer services and programs tailored to the specific needs of young adults with disabilities: social services, free leisure opportunities, educational programmes like "The Second Chance in Education", etc.

In the context of lack of supported employment services at the local level, the seminar was a good opportunity to lay the foundations for a network of professionals with skills and knowledge in providing quality integrated services for young adults with disabilities.

In the near future, there will be organised occasional meetings between HAO specialists and young adults with disabilities, beneficiaries of the organisations / institutions participating in the event, in order to be helped to find a job, taking into account their skills, interests and professional training.

Young adults with disabilities, beneficiaries of the LEAD project, attended Plogging for Romania



Credits: LEAD

In the second weekend of September, 14 young adults with disabilities, beneficiaries of the services offered by Health Action Overseas Romania Foundation (HAO), of which four were accompanied by their parents, attended the third edition of the Plogging for Romania, held in Constanța.

The event is part of an ecological movement at national level, which began at the end of 2019. This edition was organised by the Adrenallina Media Association, and its partners, Health Action Overseas Romania Foundation and the Sanasport Association. During two days, 60 volunteers collected 1 ton of garbage and 1.2 tons of plastic from Tăbăcărie Park and Modern Beach. All volunteers wore protective masks during the greening and followed the rules of physical distancing imposed because of the coronavirus pandemic.

The participants were divided into 4 teams, each with a maximum of 10 members. In these teams, which included nature and sports lovers, were integrated young adults with disabilities beneficiaries of the LEAD project. We are talking about young adults with a wide range of disabilities, from severe mental retardation to locomotor disabilities. They got seriously involved in the greening of the park and the beach, socialized with the other team members and took part, as far as possible, in the sporting activities included in the program (stretching and running on the clean beach).

The young adults from the HAO team, beneficiaries of the LEAD project, coordinated by our colleague Alina Sachelaru, enjoyed the opportunity to take part in such an event and expressed their desire to participate in similar actions as soon as possible.

This edition of Plogging for Romania was funded by the Start NGO Programme, launched by Kaufland Romania and implemented by the Act for Tomorrow Association.

Until now, over 12 tons of garbage and plastic have been collected through the eco-sports actions Plogging for Romania.

The concept of plogging, i.e. the collection of garbage while running, has Swedish origins. It comes from the Swedish verbs “plocka upp” (to pick up) and “jogga” (to jog) which give the new Swedish verb plogga, from which the word plogging derives.

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

Underemployment Of Young People: Greater Global Challenge In Times Of Covid-19



Credits: Youth Impact

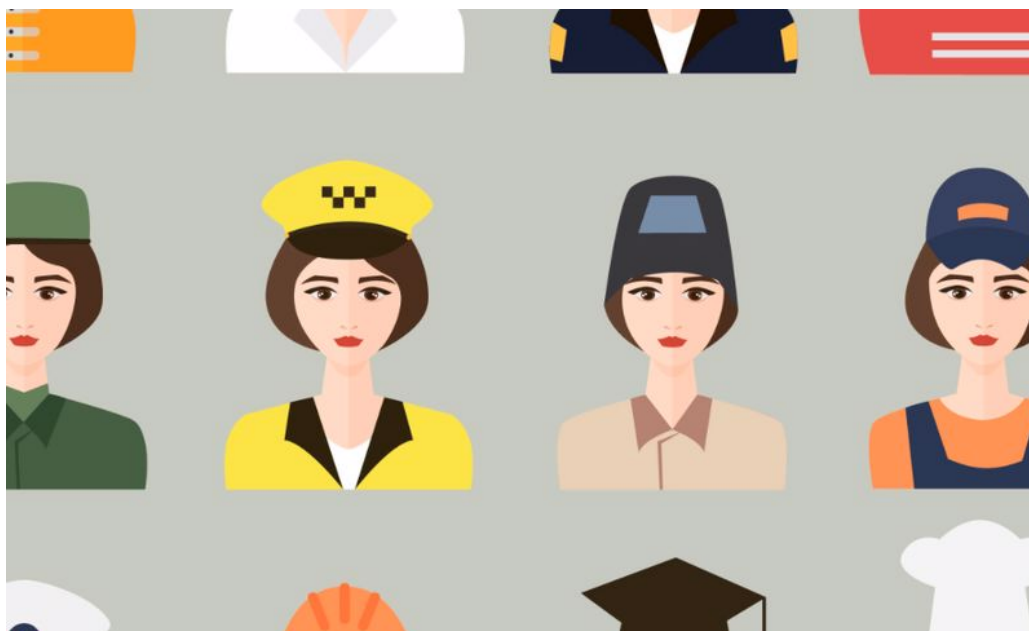
Today, young people are facing a global challenge in the area of underemployment. People over the age of 60 are experiencing the serious health consequences of COVID-19. However, as the new coronavirus is spreading through companies and markets, according to the World Health Organization, young people, who account for about a quarter of the world's population, are disproportionately at risk from economic consequences. In response to the expansion of the coronavirus, companies cancel conferences and impose travel bans on employees. Cities are taking significant steps to try to mitigate the scale of the outbreak, including canceling large gatherings or events, closing schools, restricting entry.

A disastrous impact on global markets is clear. The negative impact on young workers and small business owners worldwide is likely to be significant. Young people tend to work in seasonal, temporary work and are more likely to work on a contract or part-time basis without health benefits or paid leave. Many primary or lower-level jobs employing young people are in retail and services, e.g. hospitality, food and beverage industries, which are prone to a sudden decline in consumer spending.

To support young people through short-term coronavirus shock, policy-makers should ensure that all social protection measures, such as unemployment insurance or emergency measures such as paid leave, small business loans or debt, including student debt, are covered by young people. At the same time, policy-makers should strive to ensure that young people have access to digital tools and resources, as well as short-term training and courses that could enable them to quickly acquire new skills and receive supplementary income from a growing platform. A further increase in the number of unemployed young people induced by COVID19 will lead to higher profit losses, higher costs and a slower economic recovery.

One of the solutions offered is the involvement of YEEAs workers (Youth Employment and Entrepreneurship Activities). In our territory, this is provided mostly by the work of NGOs, e.g. social workers. They support youth employment, young people and families with or without disabilities, by offering an extended formal education, extra classes with dedicated specialization or dual education. They promote social entrepreneurship and international work mobility. In this sense our Youth Impact project is also offering an helping hand.

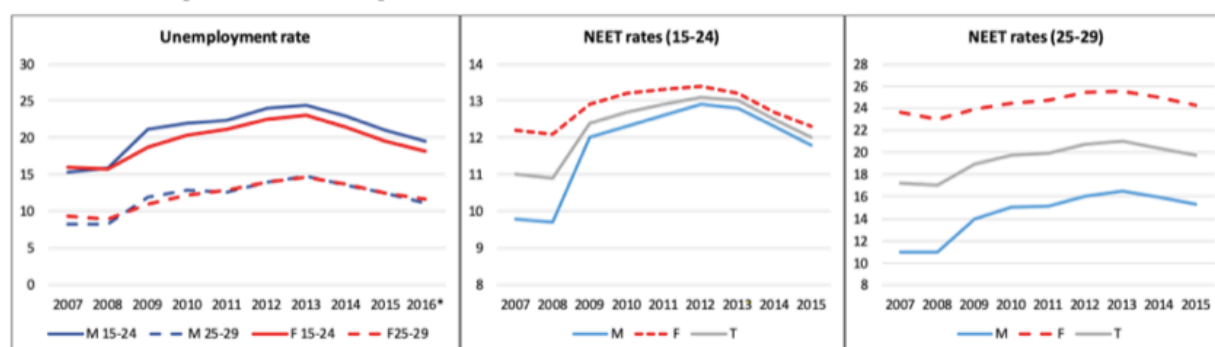
Young Women's Unemployment In EU



Credits: Youth Impact

There are gender gaps in the youth employment rates across Europe. The gender gaps are especially significant for youth NEETs rates in age cohort 25-29. It seems young women in almost all European countries are more vulnerable to job losses and they tend to face worse employment conditions than men. Young women are more likely to hold part-time and/or temporary jobs and to earn lower wages than young men. Though almost no gaps are seen among people 15-24, they grow drastically among NEETS in their late 20s. ([Young Women's unemployment in EU](#)).

Figure 1 - Youth unemployment and NEET rates, EU28 average, by sex and age (2007–2016*)



*First three quarters average

Source: Eurostat, EU-LFS

Credits: Youth Impact

Why?

‘The analysis shows that gender gaps in the labour market are decreasing between 2007 and 2016, although they remain high among the 25–29 age group; young women are more likely than young men to be NEET-inactive and, when employed, to hold part-time or temporary low-paid jobs, even when they have a high educational level. This might be due to their greater care responsibilities than young men, gender segregation in education and training patterns leading to skill mismatches, difficult access to information channels and job search mechanisms, and labour market discrimination. The different conditions faced by young men and women might also imply that there are gender differences in the effects of employment, education and work-life reconciliation policies which need to be addressed in order to design effective policy measures.’ ([Young Women’s unemployment in EU](#)).

What can be done for young women?

Apart from deep societal and cultural changes needed for overcoming unconscious biases and stereotypes which maintain women in the disadvantaged position, there are a few measures and policy changes that can support young women – especially in role of mother – to balance their work and their private life:

- income-related childcare allowance
- favouring young fathers to leave their work for some periods
- provision of childcare facilities
- support for flexible leave and flexible working measures
- family audits and awareness-raising measures in companies/organisations

It’s crucial, to keep on reducing fiscal disincentives for lower-earning partners (mainly women) to entering the labour market and promoting policies supporting the work-life balance. In particular, improvements in public childcare provision (number, high quality and affordable services), to offer a real alternative to parental care as well as improvements in accessing to flexible working. This policy mix could be very important to reduce youth gender gaps and to improve the labour market conditions for young women. Policies supporting women’s access to education and training or favouring employability and labour market reinsertion are particularly important in achieving a full participation of young women in the labour market.’ ([Young Women’s unemployment in EU](#)).

Before We Start An Evaluation: First Steps In The Design Of A Project And It's Assessment



Credits: Youth Impact

We got inspired by the [Impact Evaluation In Practice](#) published by the World Bank in 2016 and we looked specifically at the initial stage of planning an impact assessment.

What we have to develop first is usually our own tailored *theory of change*. The theory of change paints a picture of where we are right now, where we want to get, and how we are planning to do it. Whether we want to evaluate a project, a company, an institution, or just an activity, we need to have a realistic look at it and to define the present state of it first. We need the analysis of the current state in order to have a so-called baseline for the change, a starting point. This very first step is not necessarily connected to the design of evaluation, however, evaluation strongly depends on the defined baseline, because without it, there would be no way to assess changes.

The change is a journey and at the end of the journey is the desired or wanted state of things. We imagine the state of our project/institution/company/activity after the change and we define this ideal state. What has changed? What hasn't? Are some processes different, or is it just about the rising number of people taking part in the project? Do we want our clients to be more satisfied and more successful or is the desired outcome a higher number of organised workshops? It can be both or nothing, it is up to us as the designers to decide, as long as the goals are realistic in terms of financial resources, people and a time-frame. However, the more people involved in the activity take part in defining the aims of change, the more impactful and relevant the change(s) will be.

The theory of change also brings the *why* and the *how*, in other words, it explains all that has to happen between the initial and the final state. To develop this, we can create a *results chain* which establishes the causal logic from the initiation of the program to the end.

A results chain will map:

- **Inputs** – resources of the project (staff and budget)
- **Activities** – actions/work converting inputs into outputs
- **Outputs** – tangible products of project activities – directly under the control of the implementing agency
- **Outcomes** – results likely to be achieved by using project outputs – short to medium term, not directly under the control of the implementing agency
- **Final outcomes** – final achieved results (Were the goals met?) – can be influenced by multiple factors and are achieved over a longer period of time

The results chain can be used as a basis for formulating the hypothesis that you would test by posing a set of *questions*. A clear *evaluation question* needs to be accompanied by *indicators* that will be measured along the (results) chain. There will be questions and indicators used both to monitor program implementation and to evaluate results. When choosing indicators, it is important to identify indicators all along the results chain, and not just at the level of outcomes. Even if you are only interested in outcomes, it is still important to track implementation indicators, so you can determine whether interventions have been carried out as planned, whether they have reached their intended beneficiaries, and whether they have arrived on time.

Some basic questions to consider regarding your indicators are:

- Are the indicators (outputs and outcomes) clearly specified?
- What is the source of data for each of the indicators?
- With what frequency will data be collected?
- Who is responsible for collecting the data?
- Who is responsible for analysis and reporting?
- What resources are needed to produce the data?
- What are the risks involved?

As you can see, the first steps in the design of impact evaluations can take a lot of time and effort. However, it is crucial to undertake them well in order to have an evaluation that can truly assess the change, can help us to understand the (un)success of our actions and projects, and which enables us to learn.

This article is fully based on citations and information taken from the above mentioned [Impact Evaluation In Practice](#) guide by World Bank (p. 31-43).

Indicators For Measuring Decent Jobs For Youth



Credits: Youth Impact

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](#)

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:

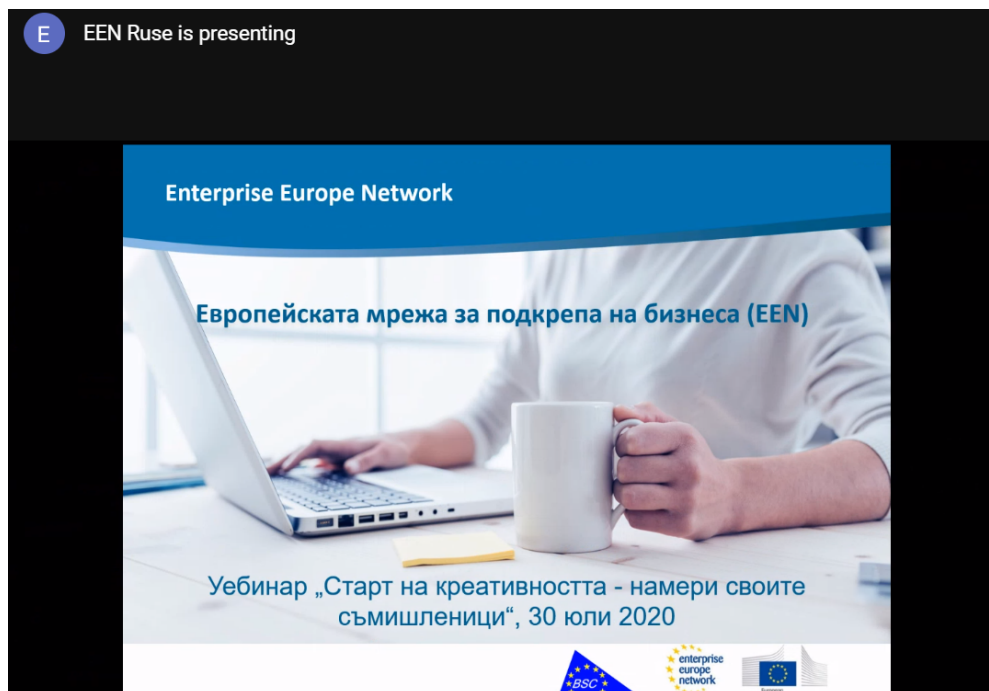
- Vulnerable young people at poverty risk, orphans that are out of social protection, and children of working poor people
- Young people in rural areas, young single parents, and young graduates at poverty risk
- Young people in rural areas, young single parents, and young graduates at poverty risk

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

CODE Project online event "Horizon for the creative - find your supporters"



Credits: CODE

On July, 30th 2020 Human Resources Development Agency – Ruse jointly with FPC Ltd held an open online event "Horizon for the creative - find your supporters" through the google meet platform.

The meeting brought together a large number of creative youngsters with similar interests in the field of gaming and creative industries, willing to deal with the development of gaming, painting, 3D design. Most of them became members of the newly established facebook group “Creative Ruse”, which main purpose is to unite all creative thinking people from Ruse region.

During the event the opportunities and services of the Center for Creative Development.were presented online. It was created under the CODE project / Competence Opportunities for Digital Employment / and funded by the EEA and Norway Grants Fund for Youth Employment.

The young people who are engaged or want to engage in gaming or creative industries discussed opportunities for the implementation of joint projects and ideas. They would be assisted by high qualified and experienced experts from the newly established Creative Development Center and European Network for Business and Innovation - Enterprise Europe Network, represented by FPC Ltd.

Charity organisation Palīdzēsim.lv is implementing an international project to improve the knowledge of young people from the social risk group in digital competence



Credits: CODE

Charity organisation Palīdzēsim.lv, the main target group of which are young people from the social risk group, is implementing an international project in cooperation with five countries, giving young people the opportunity to learn the basics of graphic design and 3D animation.

On September 23, Palīdzēsim.lv will hold a press conference to inform about the progress of the project, the achieved results, as well as to present certificates to students who have successfully completed the first training course. At the closing event, students will present the work developed throughout the study process.

Venue and time of the press conference: September 23, at 10:00, Port Hotel Ādaži
The main goal of the project is to provide high-quality employment opportunities for young people from the social risk group by developing and implementing a digital skills training programme so that young people who cannot acquire technological knowledge due to financial constraints can acquire it as a training course. EuroLive Technologies co-financing also helps to implement the project in Latvia.

In the first training course of the project, from March to August, the young people learned the basics of graphic design, working with various free software, as well as Adobe Illustrator and Photoshop. The training was planned at the Ādaži School of Art and Music, but, adapting to the restrictions imposed due to COVID-19, the training process was successfully organised remotely via the ZOOM platform.

Within the project, young people not only learned the theory and used it in practice by creating their works, but also visited companies of the industry – SIA Ervitex, SIA CUBE, SIA IKKV – to gain insight into where to use the newly acquired knowledge in

practice, as well as to raise interest in young people about self-development for successful participation in the labour market.

The main result of the project is a developed and implemented training programme suitable for students without prior knowledge in the field of graphic design.

Solutions held a Stakeholders workshop in Ruse University



Credits: CODE

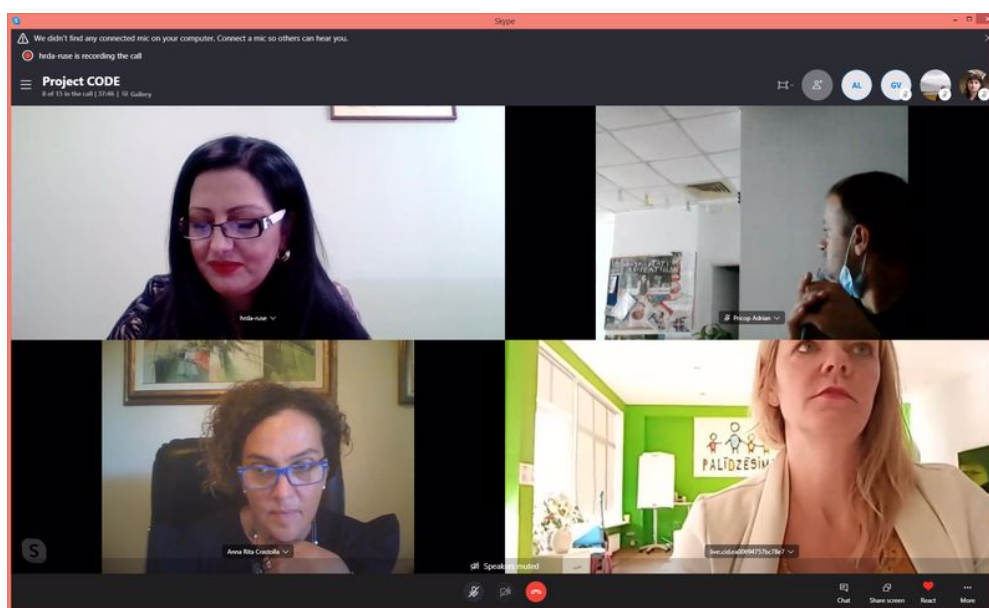
Solutions Brief Therapy and Counselling Centre - Ruse, led by the famous psychiatrist Dr. Plamen Panayotov held a stakeholders workshop under CODE project / Competent opportunities for digital employment / on 12 and 13 September at the University of Ruse "Angel Kanchev". 30 psychologists and experts in the field of psychological assistance from all over Bulgaria took part in it. The participants were introduced to the motivational platform, <https://self-trainer.eu/>, created under the CODE project and which is also available in Bulgarian and English. They were invited to register and take advantage of its features and capabilities.

The psychological support online tool has been developed especially for CODE project by famous psychiatrist Dr Plamen Panayotov, member of the European Brief Therapy Association and his team.

The main idea of his revolutionary new QUQu approach/ Questioning of Useful Questions/ is that the individuals could be highly motivated for learning and solving problems by involving them in asking good questions.

The platform was specially designed for the CODE project, with the possibility to be used after that in larger educational contexts. Its main purpose is to enhance the motivation of project participants, and to assist their personal development. It can be used for free from all project participants, and from all persons willing to develop his/her language skills.

Project CODE online meeting



Credits: CODE

On September, 24th project CODE partners held an Online meeting using Skype. It was dedicated to discussions about current period report and the implementation of CODE training courses. The Partners shared their best practices, teaching methods and alternative channels used for the CODE courses training.

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 are implementing them both online and office based, as the conditions are changing each day.

Tartu Art School, Estonia and Palidzesim, Latvia finished successfully their first CODE courses, so they shared their experience, training practices and success stories. Save the children, Iasi started its 3D animation course in September on site in compliance with all epidemiological safety measures.

Dr Panayotov from Solutions, Bulgaria promised to assist partners in order to increase the trainees' motivation for learning and to follow up them after finishing the courses. He asked participants to register and use actively CODE motivational platform <https://self-trainer.eu/>.

CODE Project and the start of 3D course of IASI Romania

Save the Children Association - Iasi Branch together with Human Resources Development Agency (Bulgaria) as lead partner and other 6 partners from Italy, Greece, Latvia, Estonia, and Bulgaria are implementing between October 2018 and August 2021, the project “CODE – Competence Opportunities for Digital Employment” financed de EEA and Norway Grants Fund for Youth Employment. The total amount of the project is 2 314 015 euro (of which 410.638,50 for Save the Children Association – Iasi Branch).

At the beginning of September, Save the Children Association Iasi started the first course within this project, namely 3 D Animation. The objective of this course is to develop young people's skills in the field of digital art as well as their personal development. It also aims to increase the autonomy of young people, strengthen their resilience and provide them with the necessary resources to participate in society. The main objective of the project is to provide young people with employment opportunities tailored to their needs. This course is intended for vulnerable young people aged between 14 and 29, will last 480 hours and will have a number of 14 participants.

Among the activities that have been carried out in the last year within this project we can also list:

- two thematic course curriculums were developed: 3D Animation and Graphic Design and digitalization (curriculums to be used in the courses);
- motivational training and support modules for the target group were developed;
- 2 study workshops with project partners held in Bulgaria and Estonia;
- steps were made to the competent institutions in order to authorize the 2 courses;
- a Stakeholder workshop was organized at local level with the participation of representatives of some public institutions as well as local NGOs;

The main result of the project will be the development and piloting of a training program to stimulate the access of target groups to acquire specialized skills for employment and increase self-esteem, as well as to provide a new perspective on the interaction between learning and problem solving.

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

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

Target groups:

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

Project Partners:

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

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

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

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

Target groups:

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

Project Partners:

Country	Project partner status	Institution	Type of institution	City
Greece	Lead partner	University of the Aegean	Public	Mytilene
Cyprus	Beneficiary partner	Cyprus Authority for Cooperative Societies	Public	Nicosia
Cyprus	Beneficiary partner	Neapolis University Pafos	Private	Paphos
Cyprus	Beneficiary partner	Centre for the Advancement of Research and Development in Educational Technology LTD	Private	Nicosia
Greece	Beneficiary partner	Network for Employment and Social Care	Private non-profit	Piraeus
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

How online learning will boost your employability

The COVID-19 pandemic has accelerated changes in how and where people educate themselves and work. We came to realise that our learning and/or working environment can change format and be a different experience with the use of online tools. Many companies and educational institutions have moved from face-to-face to online interaction, seeing this pandemic as an opportunity to develop the digital skills of their employees/learners (and themselves) and fill in the gaps in digital techniques and employability skills.

The term *employability* includes a set of achievements that includes technical and practical skills, conception and understanding as well as personal attributes [such as time management, communication, networking, critical thinking, etc.] that help an individual secure employment and become successful in his/her career path. They also bring about wide-ranging benefits to him/her, the workforce, the community and the economy as a whole (Yorke and Knight, 2004). Lacking employability skills may lead to a risk of unemployment and can prove to be a burden block in his/her career progression.

How does online learning support the enhancement of **your** employability skills though?

Offering both flexibility and immediacy in learning, online learning constitutes an important element of lifelong learning and supports the enhancement of employability and personal skills over time. With the use of online tools like communication platforms and open sources for learning, the learning process becomes more interactive, collaborative, participatory and lively.

It is documented that, in most cases, online learning focuses exclusively on theoretical knowledge. However, it is often the case that demonstrations are provided through ad-hoc videos, along with step-by-step instructions that demonstrate how practical skills can be linked to specific occupations (EC 2020). In that way, young people and learners in general have the opportunity to practically experience learning and to enhance their personal and employability skills.

On another note, and irrespective of their educational and/or professional background, with online learning young people are given the opportunity to pursue education and training even if they are not able or do not wish to take on-campus education. There are many Massive Open Online Courses (MOOCs) available, offered for a small fee or even for free (for example via the Norway Grants and European funded projects) that young people can follow online and take advantage of the knowledge and techniques shared. MOOCs are a great example of how online learning looks, and as such, enable a large number of participants to simultaneously follow the educational process. After the completion of a course, learners receive a certificate of completion that can be added to their curriculum vitae (CV).

With the support of professionals or tutors and a vast collection of topics and open educational resources to choose from, young people are able to improve their employability skills anytime and anywhere; something that was considerably crucial

during the COVID-19 crisis as people did not have the possibility to participate in on-campus education/training.

For young people, and especially for vulnerable youth, the COVID-19 crisis poses considerable risks in the fields of education, employment, mental health and disposable income (OECD, 2020). For this reason, today there is an even more profound need for young people to seize and exploit the opportunities offered by online learning to develop their personal and employability skills and to stay connected to their social community. In that way, young people will also develop greater resilience, increase their adaptability to sudden changes and empower themselves and their peers.

Interested in starting your online learning journey to boost your employability in the sectors of agri-food, tourism and the circular economy?

The YOUTHShare project offers a free online training package on the “**Concepts and Tools in Social, Sharing and Resilient Economy**”.

All you need to do is to register here: A certificate of completion is awarded.

Author: Theognosia Petrou, CARDET

Youth in the New Reality

The Covid-19 pandemic has brought fundamental changes on how we work, communicate, eat, shop and travel. This evident reality that dominated our lives for a few (very) hard months, appears to be withering away. The European societies seem to be returning back to normality; or not?!

The WHO stresses that there is no return to the “old normal”. It is not just the looming possibility of a second wave of the pandemic as such. The re-opening of the economy is accompanied by restriction and measures constantly reminding us the danger; social distancing, face masks, regional lockdowns and other measures. There is no return to any normality as such but rather the adaptation to a new reality.

Anna Goudi, the Key Account Manager of the Greek Branch of the YOUTHShare Transnational Employment Centre notes that the re-opening of the economy marks the end of the full-time office work and the experimentation with “hybrid” labour models in Greece combining both work from office and remote work. This trend has, reportedly, increased the employee’s surveillance by employers indicating an underlying lack of trust and at the same time raises issues of increasing working hours. This situation affects especially the most vulnerable members of the society.

The digital transformation is neither a matter of immediate transition nor applicable in any economic sector. Along with unemployment, the crisis affects internships, training, education and generally the preparation of the labour force. Mari Galiana Badenes, the Key Account Manager of the Spanish Branch of the YOUTHShare Transnational Employment Centre provides a different perspective of the same phenomenon. The non-profit organisations that contribute significantly in these activities have been strongly affected by the pandemic. Throughout the crisis we have focused on the for-profit economy and lost sight of the not-for-profit which has great social impact and faces different types of challenges.

Commenting on that, Anna Michael the Key Account Manager of the YOUTHShare COOP Training Placement Centre in Cyprus, highlights the need to bring the person back under the light. In conditions of constant change, “normality” means something different to each person. Becoming agile, responsive, proactive and resilient is not only a matter of mass social interventions but foremost a matter of personal change. If constant transformation is the new “normality”, then supporting the youth pass through personal empowerment.

In that environment the youth is a key enabling factor both as a receiver of empowerment and as catalyst for change. In particular, as the WHO chief Tedros Adhanom Ghebreyesus declared: “We need young people to start a global movement for health – for a world in which health is a human right, not a privilege”. Maria Cristina Porfidio, the Key Account Manager of the Italian Branch of the Transnational Employment Centre contours the central point of the discussion. “As we are all contributing to a new normality, we all have to be resilient and look for innovative development opportunities. A new normality can’t exist without the active contribution of new generations”.

Authors

Anna Goudi, KAM, Greek Branch of the YOUTHShare Transnational Employment Centre

Anna Michael, KAM, YOUTHShare COOP Training Placement Centre

Maria Cristina Porfidio, KAM, Italian Branch of the YOUTHShare Transnational Employment Centre

Mari Galiana Badenes, KAM, Spanish Branch of the YOUTHShare Transnational Employment Centre

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

International Start-Up Competition 2021





// international START-UP COMPETITION 2021

March (TBC)
Budapest, Hungary




// join us

We are looking for young people from the following countries:

 Bulgaria	 Hungary
 Italy	 Romania
 Slovenia	 Spain

with **innovative ideas** and/or desire to open a **start-up**.

// prizes

-  Free travel, accommodation and participation to the **eNEET Rural international business event**.
-  **Professional consultation and business support packages** with experts and mentors provided by the eNEET Rural partners.

// how to apply & info

1. Get in touch with us: coordinator@ubbsla.org
2. Submit your business plan by **26.02.2021**.

// conditions

Participants are required to submit a business plan to the jury and pitch their business idea during the competition. The eNEET Rural project partners will provide support throughout the preparational stages.

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.

Credits: eNEET Rural

UBBSLA has returned to face-to-face eNEET Rural trainings in Bulgaria!

Due to the pandemic situation in the country, the Association had temporarily suspended on-the-spot trainings in the field of agriculture and entrepreneurship, aimed at low-skilled and unemployed young people up to 29 years of age (NEETs) within the eNEET Rural project. Since its launch in October 2018 until now, within the project specialized training materials for building basic skills for finding a job and agro-professional skills has been elaborated and face-to-face trainings were conducted in some rural municipalities. An opportunity for distance learning for young people were provided through the developed online learning platform www.eneet-elearning.eu.

From the end of August 2020, UBBSLA returns to on-site trainings and intends to organize a series of Soft-skills classes (with a focus on basic skills for preparing a CV, participation in a job interview, communication skills, etc.) and Agro-professional skills classes (with a focus on innovation and technology in the agricultural sector).

The first such attendance training course was held in the period 27-28.08.2020 with the participation of unemployed young people from the rural areas of the Aksakovo municipality. The educational level of the population of Aksakovo municipality is low, about 65% of it is lower than secondary education and the relative share (%) of unemployed youth up to 29 is 33%. Trends in youth employment and unemployment do not show significant changes in recent years. The number of employed persons and the unemployment rate are maintained. Given the specifics of the employed population in the tourism industry and related activities, there are trends for a slight decrease in the unemployment rate, as well as an increase in employment during the summer season. The area of Aksakovo municipality has a strong agricultural character and plays an important role in meeting some of the needs of such a large consumer center as Varna with the adjacent resorts.

Fourteen low skilled and unemployed young people aged 18-25 from the villages of Vaglen, Dobrogled, Lyuben Karavelovo and the town of Ignatievo completed two full days the Agro-professional course.

During the first day of the training, the following training modules were included in the program:

- Intelligent communication (preparation of CV, tips and tricks for participation in a job interview, communication tools and public speaking);
- Intelligent work (productivity and self-management, organization and time management, team spirit and team building, problem solving, what to do and what not to do in the new workplace and use of ICT);
- Smart leadership (influence and motivation, crisis management, finding business opportunities, business trends).

The second day of the training focused on modules related entirely to agriculture and entrepreneurship:

- Starting a business (achieving self-empowerment, business fundamentals, generating ideas, financing and accounting, legal framework and status of the company, strategic marketing, branding and packaging, digital marketing);
- Agro-business (basics of agricultural business, plant and crop sector, agri-food sector, horticulture, ecological and bio-agriculture sector, subsidies and support mechanisms).

Individual consultations of the NEETs were held with the UBBSLA trainers in order to provide them with personal support in the approach of finding the right job for them or further development of their business idea. The online platform (eNEET ICT Collaborative Platform) and the possibility for online continuation of the training were presented. All young people received a certificate of completion of the training course and the opportunity to participate in the international Start-up competition, which UBBSLA team will announce soon.

More information about the next planned course and the enrollment procedure can be found here: www.ubbsla.org/eneet-cources.

A number of activities are yet to be carried out in support of the young people trained in the project, such as a mentoring program in a local agribusiness company, an international competition for Start-up business ideas, youth exchanges, study visits, etc.

eNEET Rural Newsletter

eNEET Rural project has some important news to share with you! Read now eNEET Rural Project Newsletter Issue VI. Download it here:

[Newsletter PDF](#).

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
Greece	Beneficiary partner	SARONIS S.A.	Private	Paloukia

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

Presenting Blue Economy jobs opportunities in Bulgaria, Greece, Spain, Portugal, and Poland in the framework of the BlueGeneration project

Blue Generation's goal is to engage young people aged 15 to 29 years in the so-called marine vocations, as a modern, attractive, and efficient alternative option to unemployment.

Blue Generation focuses on the 7 sectors of the Blue Economy: coastal tourism, shipbuilding, ocean energy, marine biotechnology, maritime transport, fishing, and fish farming/aquacultures and it is implemented by an international partnership of organizations from Bulgaria, Greece, Poland, Portugal and Spain with the support of experts in the Blue Economy from Belgium, Germany, Iceland and Norway. The coordinator of the project in Greece is Militos Consulting S.A. with the active support of Sea Teach (Spain).

A series of info visits have been carried out prior to Covid-19 pandemic by the beneficiary partners of Blue Generation project in their project countries in order to raise awareness to young people (15 - 29 years old) and inform them on why and how to pursue a career in the hundreds sea-related professions; not known by most youth. We continue to offer free mentoring and counseling services to young men and women, but do it remotely due to Covid-19 restrictions. We have also adapted the information program for schools, professional training organizations and youth centers in order to continue this great European-wide effort via the internet.



Promotional Visit in Spain.
Credits: Blue Generation Project

SeaTeach (PP BlueGeneration project) was at the high school IES Aurora Picornell having an informative talk about career opportunities in the Blue Economy (all the sectors related to seas and oceans) in early of November. The attendants showed a lot of interest and it will be a pleasure to guide them in finding a career in the Blue Economy.



Promotional Visit in Portugal.
Credits: Blue Generation Project

CLUBE (PP BlueGeneration project) visited Lumiar High School to present the project to 100 students and students. With us was Léa, agronomist engineer and in love with the sea, who surprised the audience with their stories at sea.



Promotional Visit in Bulgaria.
Credits: Blue Generation Project

Active Bulgarian Society (PP BlueGeneration project) went into different classrooms in the Professional High School of Architecture and Geodesy in Blagoevgrad to introduce the Blue Generation project to local youth. Students of different ages had the opportunity to hear about the blue economy and all the job opportunities in the seven sectors. Each student received a career guide and at the end of the presentation, students took part in a fun quiz on the topic.



Promotional Visit in Portugal.
Credits: Blue Generation Project

Contextos (PP BlueGeneration project) was in São Brás de Alportel, as part of the 2019 Volta de Apoio ao Emprego 2019 (Employment Support Roundtrip), presenting to 73 participants, the Blue Generation project funded by the EEA and Norway Grants. The objective of the Blue Generation project is to inspire young people to pursue a career in one of the areas of the blue economy.

Volta de Apoio ao Emprego 2019 (<http://www.2019.vae.pt/>) aims to present solutions for improving employability in the European context through vocational training, internships or international volunteering experience.



Promotional Visit in Spain.
Credits: Blue Generation Project

SeaTeach (PP BlueGeneration project) had an informative session at the adult education center CEPA Francesc de Borja Moll in Inca, to young adults that are finishing mandatory secondary education and VET students in late of November. We explained the opportunities in the Blue Economy, and the participants showed interest in what seas and oceans have to offer.



Promotional Visit in Spain.
Credits: Blue Generation Project

The 9th of December we were at the Adult Education Center in Alcúdia, explaining the work and training opportunities in the Blue economy to the students of the Initial Vocational Qualification Program in Maintenance of Structural Elements and Recoating of Surfaces from Sport and Recreational Boats. The students showed great interest in careers in the Blue Economy. Many thanks to their teacher, José Luis Cernuda, for his kindness and support.

The 10th of December we have been at the Adult Education Center Camp Rodó in Palma, inspiring secondary school students about the career opportunities in the Blue Economy.



Promotional Visit in Spain.
Credits: Blue Generation Project

On Monday, 16th of December, Sea Teach explained the BlueGeneration Project and the work and training opportunities the different Blue Economy sectors have to offer. They also explained some tools such as mentoring, job platform, to find a 'blue' career. The students of IES Son Ferrer showed some interest and wanted to get more information.



Promotional Visit in Greece.
Credits: Blue Generation Project

Students at Panteion University (International & European Studies) discovered the job opportunities in the Blue Economy sector.

This is the start of a series of info visits that Militos Consulting S.A. (Lead partner) carries out in Greece in order to raise awareness to young people (15 - 29 years old) and inform them on why and how to pursue a career in the hundreds sea-related professions; not known by most youth.

Special thanks to Dr. Makis Rodotheatos (Professor at Panteion University) for his valuable support. The interactive presentation was made by the Community Engagement Coordinator Marievi Gretsli.



Promotional Visit in Spain.
Credits: Blue Generation Project

On the 27/01, at PalmaActiva, in Palma de Mallorca, Sea Teach as a partner of BlueGeneration Project SPAIN, explained the working and training opportunities in the different sectors of the blue economy to all the attendants.

We also presented our new free job platform at www.bluegeneration.careers, where companies, training institutions and other entities can post their job offers, training opportunities and internships totally for free! Interested youth can access this information without any cost!

The session was a success and all the participant showed great interest!



Promotional Visit in Greece.
Credits: Blue Generation Project

"We got informed about the job opportunities that we hadn't heard before," said students at the 2nd Secondary School of the Municipality of Vrilissia in Greece who highlighted the high percentage of jobs in the Blue Economy and recognized #bluegenerationproject as extremely #useful for their future careers after finishing school.

Iceland
Liechtenstein
Norway grantsNorway
grants#Militos_Consulting
#EEAANDNORWAYGRANTS

Blue Economy Mentoring

Promotional Visit in Greece.
Credits: Blue Generation Project

Nasia Peiou, graduated from Athens University of Economics and Business contacted with Militos Consulting S.A. team and got free mentoring in the Blue Economy jobs. Together we discovered the professional profile that fits her and wishes to develop and she is ready for personal guidance from our experts in the coastal tourism, shipbuilding and ocean energy sectors.



Promotional Visit in Spain.
Credits: Blue Generation Project

On 10/03/2020 SeaTeach participated at the JobdayUIB at the Universitat de les Illes Balears - UIB, promoting the BlueGeneration Project, about job opportunities in the Blue Economy. Many young people were interested, and we explained them our Blue Careers Job Platform (www.bluegeneration.careers) and the possibility to obtain mentoring about careers in the maritime sector.



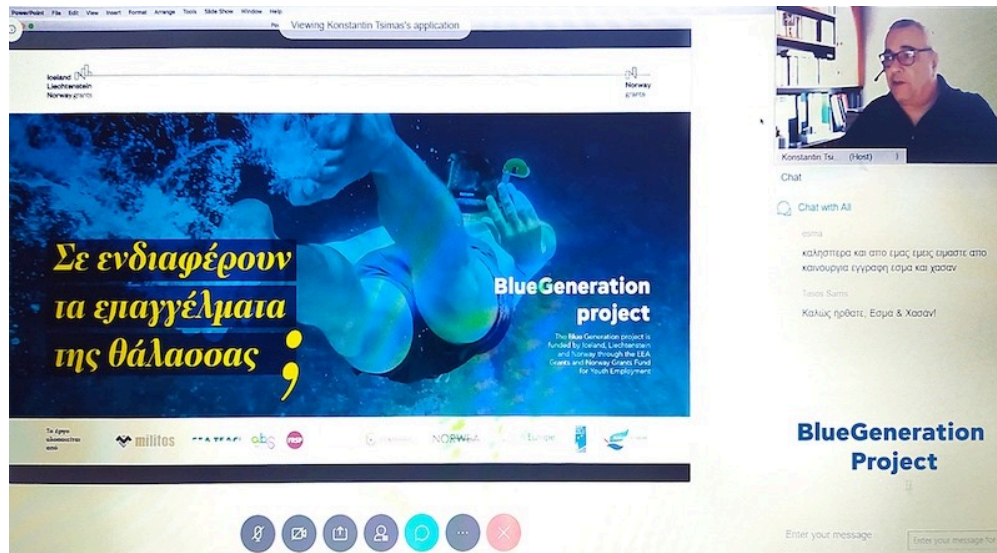
Promotional Visit in Greece.
Credits: Blue Generation Project

“Blue Economy” is much more than career opportunities for young people. In the seaside city of Halkida, we presented the BlueGeneration project and spoke about the free mentoring sessions, the trainings, the courses and the job portal. The Militos Consulting S.A. team strives to bring the message to young people 15-29 that there is help all the way to the start of their Blue Economy career!



Promotional Visit in Spain.
Credits: Blue Generation Project

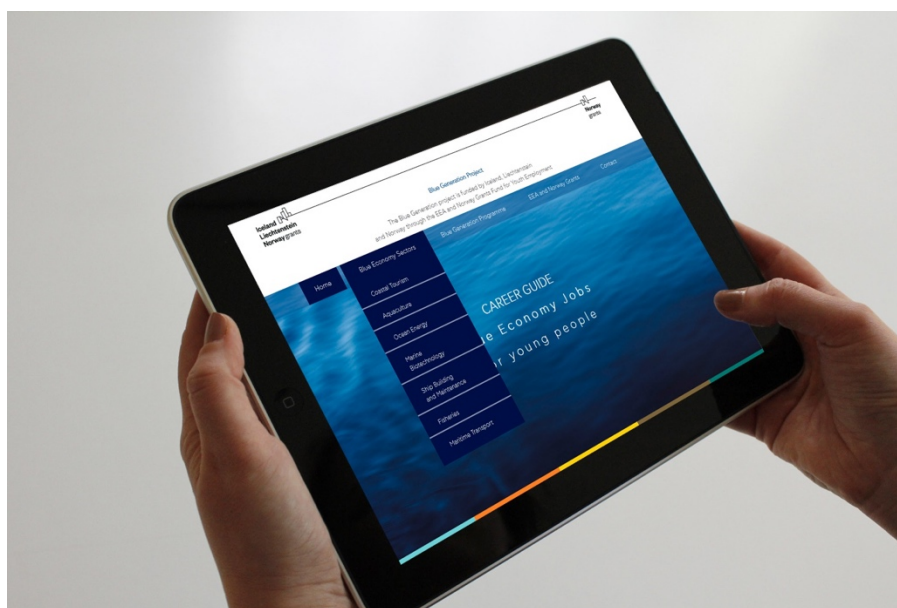
On the 12/03/2020 SeaTeach was at the Iberostar Ciudad Blanca Alcúdia Hotel, where we explained the VET Students for Kitchen and Gastronomy and Restaurant Services the opportunities the Blue Economy has to offer. Especially, we told them about career opportunities at cruise ships, superyachts, and maritime transport. Also, we told them about our free job platform, at www.bluegeneration.careers as a tool for job research. They discovered an ocean of opportunities!



Promotional Visit in Greece.
Credits: Blue Generation Project

Students of the School of Second Chance in Xanthi, who are completing their studies, were informed about training + employment prospects within the Blue Economy sectors. Their response was particularly warm, as many members of their families are already employed in the Blue Economy, mainly in technical sectors, in Greece and Europe. In fact, many of the students immediately expressed interest in receiving personal guidance from the Blue Generation team of Career Counselors, coordinated by Konstantin Tsimas of Militos Consulting S.A. The webinar was implemented [in collaboration with Professor Mr. Tassos Sarris and the School's Director Mr. S. Symeonidis; both are deeply thanked], in the framework of the Blue Generation project funded by the EEA and Norway Grants Fund for Youth Employment.

Blue Career Online Version



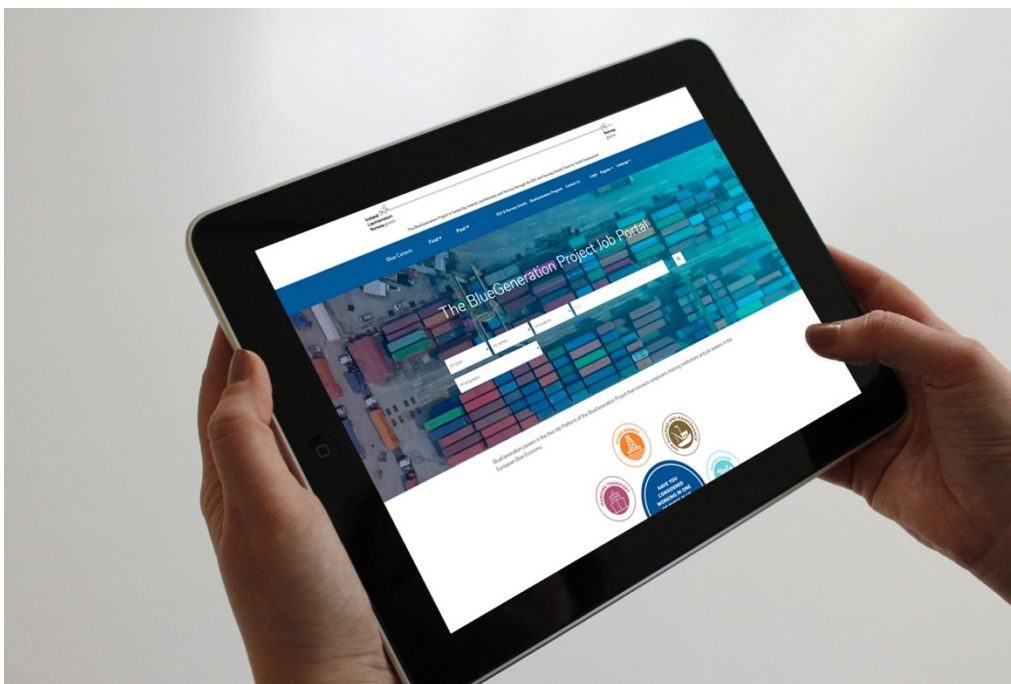
Blue Career Online Version.
Credits: Blue Generation Project

The Blue Career Guide presents the seven sub-sectors as well as the job opportunities along with the employment status at the national level or EU level as well as a special interview per sector in the end in order to attract NEETs to the idea and options of a career in the Blue Economy.

[Download](#) and read the Blue Career Guide in Bulgarian, English, Greek, Polish, Portuguese, and Spanish.

Visit our [online version of the Blue Career Guide](#) with more information, news, and interviews from the Blue Economy sector!

Blue Careers Job Platform



Blue Careers Job Platform.
Credits: Blue Generation Project

The Blue Career Job Platform connects young people between 15 to 29 years old with institutions and employers in the Blue Economy growth areas: coastal tourism, shipbuilding, ocean energy, marine biotechnology, fisheries, maritime transport and aquaculture. Young people who have been attracted into the Blue Economy and are engaged in finding new working opportunities can:

- Seek for a job/training/course
- Register & Log in for notification of available services
- Upload their CVs
- Apply for a job/training/course
- Contact with the Blue Generation team

If you are a company you can post your job, training or internship offers for free, related to the blue economy! We reach thousands of potential candidates!

The project initiator SeaTeach with the support of lead partner Militos Consulting SA, prepared the platform for publication with the main aim of being appealing to young people and will be supported with job offers and training opportunities by all the [partners](#) of Blue Generation project.

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

“Nurturing the world” as an employment opportunity for young people



Credits: Social Innovators

In response to high youth unemployment and a low level of employment in the NGO sector, PiNA has created the campaign “*Nurturing the world can be a job too*”, with which we will enable young people to gain a unique opportunity to participate in the NGO sector with more than 40 NGOs. With the help of mentors, they will acquire important work competencies, and one of them will be rewarded with **one-year employment in the selected organization**.

We will provide young people, aged 18 to 30, with 80-hour on-the-job training in more than **40 non-governmental organizations from all over Slovenia**.

Under experienced mentorship, they will have the opportunity to **upgrade and acquire new competencies in various fields** (project management, communication, education, administration and advocacy) and the opportunity to help “*take care of a better world*” in the selected NGO.

We invited young people to participate with a communication campaign on posters and social networks, and addressed them with three creative solutions: “*Nurturing the world can be a job too*”, “*Saving the world can be a job too*” and “*Beautifying the world can be a job too*”. With them, we wanted to encourage young people to think about the non-governmental sector when deciding on their career, in which they can contribute to positive changes in the world and in society.

Mentor trainings “nurturing the world” as an employment opportunity for young people



Credits: Social Innovators

In the end of August 2020, we organized 2 mentor trainings in Koper and Maribor (Slovenia) for mentors who will provide on-the-job training in non-governmental organizations. It brought together **more than 40 representatives of organizations** that will help young people with “taking care of a better world.”

The first part of the training was substantive and addressed important topics in the framework of mentoring and working with participants in on-the-job training, while the second part was dedicated to the technical aspects and the course of the entire on-the-job training.

We are glad that on-the-job training will start soon!

Youth Initiative for Human Rights has launched a Digital YIHR.hub



Credits: Social Innovators

The Digital hub offers **free organization of Zoom-led workshops** and use of the YIHR.hub space for recording / broadcasting workshops and webinars. Additionally, hub services include **free virtual consultation on the following topics**:

- Preparation for job interviews: writing a CV and cover letter and preparing for an interview, self-presentation skills
- Counseling on working in civil society for people who want to get a job in CSOs
- Counseling on how to cope in a new job: organization of time and activities, assertive communication, burnout prevention in the workplace and related topics
- Consulting on project writing, financial, administrative and legal aspects of the business of CSOs.

Additionally, YIHR.hub has organized a webinar about working in civil society organizations which was held on **September 21, 2020**. A series of workshops and webinars aimed at youth and CSOs will be held in the following period.

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

The experience of a NEET participating in the Yenesi project

Due to the Covid-19 pandemic, many of the YENESIS activities were postponed to a later date, such as the apprenticeships or the local placements.

Some participants though, after some of the restrictions were lifted, decided to go for it and we asked them to share their experience with us. Below is the story of Rauno Rauniste from the Saaremaa island in Estonia.

My name is Rauno and I am from the biggest Estonian island called Saaremaa. In 2019 after graduating from high school, I decided to take a year off to decide what I would like to do with my life. I joined the Yenesi project because it is one way to explore the world of different opportunities. I participated in one-week-long training programme in January 2020, where I learned about various topics such as renewable energy, energy efficiency, sustainable tourism, business innovation and sustainable transport. I was inspired by the links that can be made between business innovation and green jobs and I further applied and participated in the business mentorship meeting under the Yenesi project. As one of the obligations under the Yenesi project is to complete a local placement, I decided to invest my time by further developing the street food booth called WIO Burger that a few years ago my friends and I founded. The Yenesi project pushed me and my team to focus even more on using local ingredients and products from local businesses and to make sure that we use compostable food packaging to reduce negative environmental impacts. As co-owner, it is important for me to maintain the cash flow circulation on the local island, at the same time contributing to the island's sustainable tourism by providing a greener local food outlet where visitors can stop by. From all my experience so far participating at the Yenesi project, I have learned the importance of green jobs, clear communication and the effectiveness of time. WIO Burger gained a lot of positive attention during the summer and we will definitely continue to grow. Our homepage can also be found on Facebook.

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

Recruitment over coffee!



Credits: FOLM

Despite the prevailing pandemic, our main goal was and is to maintain contact with participants of previous and future expeditions. The epidemic situation in Poland allows us to organize recruitment in the field, which we try to use. We also take advantage of the beautiful weather, which is conducive to meetings in the open air and encourages participation in FOLM. During the first recruitment meetings, we want the future participants of the FOLM project to feel the atmosphere of expeditions to the forest. We put up tents, light a bonfire, drink coffee from a kettle, introduce a holiday, summer climate, but also the climate of wandering with FOLM. We invite the participants of previous expeditions, who talk about what the project gave them. We are very happy when those who have already made the journey with FOLM are reshaping their lives, some return to the educational path and some get to their dream job.

On July 25th at the city beach in Orzysz in Mazury, FOLM trainers encouraged to participate in the project. The meeting was an opportunity not only to share promotional materials but above all to talk frankly about the needs of young people.

On the first weekend of August, the trainers encouraged to participate in FOLM during Hip Hop Pisz'20 festival. They were accompanied by volunteers — former project participants. Their experience and enthusiastic opinions are the best recommendation for their peers. Summer is full, and we are planning next meetings and next trips. We know it's worth it!

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

Five EDIBO Digital Bootcamps have been conducted in Bulgaria with the participation of 128 NEETs

The Institute for Youth Initiatives and Innovations (IYII) has completed the fifth cycle of a series of digital skills trainings.



Credits: EDIBO

At the end of August 2020, the Institute completed the 5th Digital Bootcamp for NEETs in Bulgaria. Each Bootcamp consists of 200-hours of intensive training class with strong focus on further development of ICT hard skills, including soft skills training such as entrepreneurship and English language course. The training courses are organized under the project "European Digital Bootcamps (EDIBO)", benefits from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. EDIBO addresses the dramatic problem of youth unemployment and seeks to promote the training and employment of young people up to the age of 29, and to respond to strong demand for information and communication technology staff.

Based on national features of low-skilled and unemployed young people and specific requirements on the national ICT market, IYII as national partner for Bulgaria, drew up a training bootcamp program to suit those NEETs and businesses. The main training modules include the following digital and entrepreneurship skills: Basic computer skills - Windows, Browsers - Chrome, FireFox and Opera, Installing and removing programs; Open Office; Drivers and support; Network settings; Periphery and possible problems; Basic programs in the daily life of the entrepreneur; Organization of the

entrepreneur's work with the help of a computer; Electronic interaction with institutions; Digital entrepreneurship and social networks, etc. Specialized modules such as Lightroom CC were included in some of the trainings.

Since the launch of EDIBO Digital Bootcamps in Bulgaria until now, 128 unemployed and low-skilled young people from all over the country have participated in the trainings. All of them received an EDIBO certificate for the acquired knowledge and skills. Due to the pandemic situation in Europe, two of the trainings were conducted online, and the rest were on-place in the cities of Plovdiv, Dobrich and Ignatievo. 65% of the trained young people are women, most of them live in the small settlements around the places where the trainings were organized. In general, the young people who participated in the training courses have different social standard, digital skills, levels of education (a little over half of them have completed primary or secondary education, and the rest - completed higher education) and language skills (less than 25% have a basic level of English).

Despite the summer months and the Covid-situation, the young people attended daily and filled the training rooms. The final one EDIBO Bootcamp is coming soon!



Credits: EDIBO



Credits: EDIBO



Credits: EDIBO



Credits: EDIBO

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

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

Entrepreneurship to reinvent yourself

The situation caused by the coronavirus in Spain has especially affected NEETs, as the sectors in which these young people normally find their first job opportunity have visibly reduced their activity. Junior Achievement Spain has adapted its programmes to the current circumstances and the new needs of the youth in order to continue helping them to achieve their objectives.



Blanca Narváez is the CEO of Junior Achievement (JA) Spain.
Credits: NEETs in entrepreneurship

NEETs situation in Spain

According to data from the Spanish National Institute of Statistics (INE) Labour Force Survey, almost a million young people in Spain did not work nor studied in 2019, one of the highest figures in Europe. For the most part, these are young people between the ages of 16 and 29 who cannot find a job or who do not have the motivation to be trained (NEET).

The “NEETs in Entrepreneurship” project, funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants’ Fund for Youth Employment, provides hope for these young people. By the end of the project in 2021, 1,600 young people not in education, employment or training (NEETs) in Spain, Bulgaria, Italy and Romania will have received custom training that helps them to become active members of their society.

In the past, those who were finally trained and found their first job opportunity usually did it in the tourism and catering sector, the main economic engine of the country. The

situation generated by COVID-19 has reduced the activity in these sectors, with many bars, restaurants and hotels closing or reducing the number of people hired, which in turn has had a strong impact on the future of these young people. The pandemic and the crisis that we are living, expected to continue for the next months, hinders even more the situation of NEETs in Spain.

Unmotivated youth

This new situation has generated demotivation and lack of self-confidence among young people. In March 2020, when we spoke with the participants in the “NEETs in Entrepreneurship” project in Spain, we realized that the most common thought was that “what was difficult for them before, it is now becoming impossible”.

Our priority at Junior Achievement Spain back at that time was to adapt the project to the new situation as quickly as possible, in order to make NEETs feel that we believe in them and in their capabilities, and that despite the circumstances they would be able to achieve everything they set out to do.

This is why the “NEETs in Entrepreneurship” project also aims to also prevent another 1,000 students from becoming NEETs by providing them training and counselling.

Online workshops

On 1 March, we held the first online workshop with NEETs to stand by their side and share our trust in their future. During the lockdown period, we ran 20 workshops on different topics adapted to their needs. We realized that acting quickly and adapting the programme to the circumstances not only allowed us to be close to NEETs in these difficult times but also to make them feel that they are not alone, that we are still going to help them achieve their goals. They were able to share about their situation with other young people, solving their doubts thanks to the collaboration of professional volunteers from different companies.

Junior Achievement at your side

Junior Achievement is proud to accompany young people in their formation, training them in those skills most needed for their future, and it is especially exciting to do so with those who need an extra boost of motivation. Circumstances are complicated, but their capabilities are even greater!

We would like to keep helping them, and for that reason we will continue to run online workshops – in person if the situation allows it – adapting the content to the skills they need the most at this moment, such as motivation and self-confidence, providing networking opportunities with professional volunteers to enable them to resolve their doubts and find a place in the labour market. Adapting our programmes to the circumstances is key to help young people reinvent themselves, helping them to find their passion and vocation, as we believe in their talent and their unlimited potential.

In this sense, entrepreneurship education is essential for young people to achieve their goals. Through the “NEETs in Entrepreneurship” project, they get to promote their entrepreneurial spirit and acquire all the skills that will allow them to successfully

develop their professional and personal career, such as effort, adaptability and creativity. This can be done through different workshops on various topics, supported by volunteers that bring in a huge value as specialists in areas such as employment and entrepreneurship. For these young people, this is a great opportunity. We know it is not a simple situation, but we will continue to be by their side to motivate them and help them achieve their goals.

All learners need real face time

The COVID-19 pandemic has touched us all, but it has also left us out of touch. This is especially true in the education sector and the recent evolution in the art of teaching and learning. News articles feature the latest learning platforms and tools, but much less attention is given to the one human need the pandemic denies us: real face time.



Milena Stoycheva is the CEO of Junior Achievement (JA) Bulgaria.
Credits: NEETs in entrepreneurship

I witnessed this first-hand in [Junior Achievement Bulgaria](#), where we organized an entrepreneurship training for deaf youth in July as part of the [“NEETs in Entrepreneurship”](#) project, helping young people across Europe start a job or find a business. Due to the pandemic, we could only accommodate eight young entrepreneurs and two trainers in one room for this very important training, which [builds essential self-confidence and leadership skills](#).

The “NEETs in Entrepreneurship” project is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants’ Fund for Youth Employment. By the end of the project in 2021, 1,600 young people not in education, employment or training (NEETs) in Bulgaria, Italy, Romania and Spain will have received custom training that helps them to become active members of our society. In addition, the project aims to prevent another 1,000 students from becoming NEETs by giving them training and counselling. Helping these young people poses several challenges, especially these times, but we remain focused on our mission.

Deaf young people are especially impaired by the pandemic measures. Sign language conversations are hard to carry over video conference. Standing meters apart makes deciphering gestures difficult, while lip reading is impossible when everyone is wearing a mask. COVID-19 has essentially made the world inscrutable to the deaf community.

They are not alone.

At Junior Achievement Bulgaria we have a mission to help young people see, hear and touch the world of business, innovation and success. One of our leading programmes, Job Shadow Day, literally puts high school students in the seats of managers, engineers, executives, NGO leaders, mayors and [even the Bulgarian president](#) – over the span of one working day. How would you comprehend the responsibility of leading a country when you sit behind your home laptop and not a resolute desk? How could you know what product line your team is overseeing, when you cannot sense the vibrations of the factory floor? Would you have the best memories of your start-up award ceremony, when it was entirely virtual and you could not experience the winning handshake and the weight of the trophy?

Yes, we know social distancing will stay for now and the world needs to adapt. Some of our student teams are leading in finding solutions by e.g. leveraging technology to maximize sales of SMEs or using a [mobile app](#) to help hospitals lacking staff improve their healthcare.

Yet, we should not forget that teaching is about being close and personal. This is how we learn best in infancy and childhood, and how we continue to learn throughout our lives and even in old age. COVID-19 must not and will not be allowed to change that!

So how do we get some real face time back into our classrooms and board rooms? Here are some tips, based on the Build-Measure-Learn approach integral to Eric Ries’ [Learn Start-Up Method](#) that we practice in the entrepreneurship community:

- **Build** – We must rebuild our learning spaces, mindful of the new challenges and needs. Surely, new [virus-safe architecture designs and codes](#), and extensive building refits and renovations may be important. But you can start small and on a shoe string budget, creating a Minimum Viable Product (MVP) of what your space might look like. Move the desks and chairs around. Set aside spaces to meet, greet and elbow bump. Arrange your learning toolkit, which includes every physical object in the room. Always let people be able to stand up and move to learn with their feet (kinetic experiences are important to our training routines). Put cues and reminders for people to wash hands or wear

masks when needed. Knowing how the virus spreads is important. A good in-person training must be able to avoid and outmanoeuvre it.

- **Measure** – We must always seek to measure what is important to learning, which in our case often involves surveying our students and training participants. If PCR testing before a training is not feasible, it may be possible to design entry surveys to help people self-diagnose both their levels of recent exposure as well as their readiness to take risks. Many universities and schools are designing hybrid in-person and distance learning class systems, allowing those who must (like our deaf entrepreneurs) or want to take part in live trainings actually participate – with the maximum amount of protection.
- **Learn** – After every in-person training, collect feedback and data from participants. Did they feel safe? Was the environment and situation conducive to learning? Would a virtual or online session have worked just as well? Incorporate results and use them to design the next training better.

In conclusion, we do not know how long the current situation will last, and what our new digital normality will look like. Yet, we should fight for our right to come together and learn. In the 20th century we made the mistake of designing cities around the seclusion of the automobile. Let's not make the same mistake in the 21st century. Learning is about proximity of people and ideas, not social distancing.

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

Opportunities to learn and train for a job using the online platforms



Credits: SEPAL

The technology we have nowadays gives us huge opportunities to work, learn or socialize remotely. A good internet connection and a smart device is all we need to connect with the outside world. Lately, many people started to work from home and the companies began to develop new other ways to digitalize the office work to make the “work from home” possible. However, that change didn’t happen just on the labor market, but in the educational system as well. Schools and Universities found a convenient way to deliver the information to the students through the online platforms. The huge evolution of the technology that we currently have took the world to another level. All these benefits make our lives easier in many ways and give us the opportunity to connect to the other side of the world in seconds.



Among these advantages of the technology, we found the e-learning to be one of the most valuable resource. E-learning can be defined as the process of learning through electronic media, typically through the internet. We have the possibility to learn about every subject we could think of just by searching on Google. This can be considered as an unstructured learning. But what if we organize that information and put it all together on an online platform that guides you to a complete understanding of the subject you’re interested in?

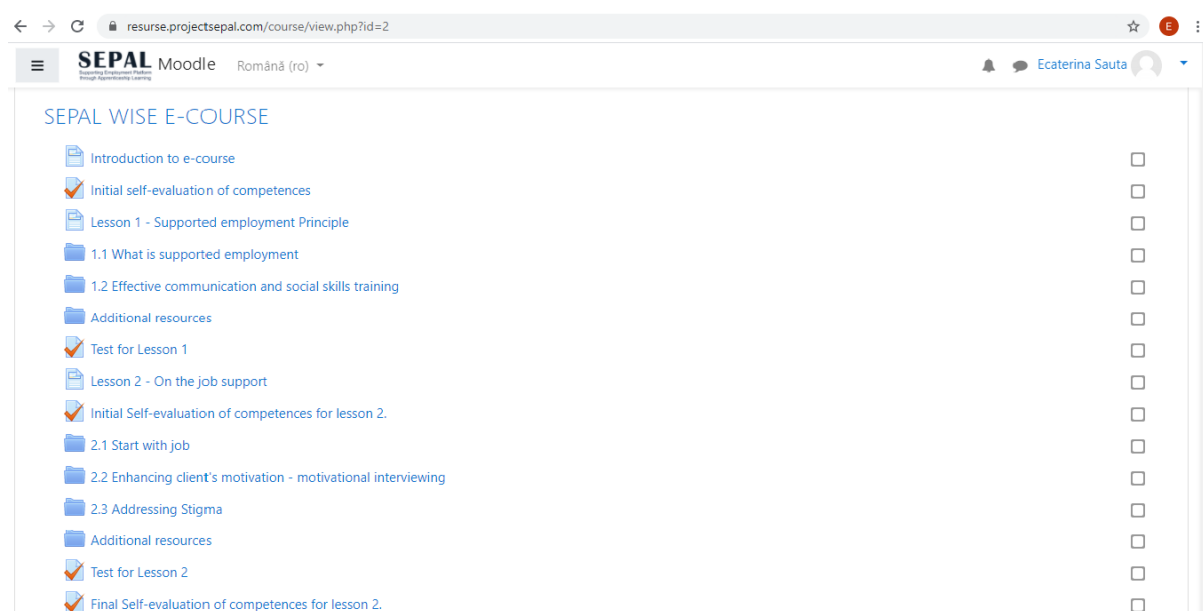
Credits: SEPAL

This is what we did within SEPAL project. SEPAL project is designed to integrate the NEET population (not in employment, education or training) in the labour market through a sustained support and guidance from our specialists. The project targets the vulnerable groups (Roma ethnicity, migrant, low skilled, risk for poverty, mental health problems, mental disability, physical disability) and focuses especially on the cases of long-term unemployment, discouraged workers and other reasons for inactivity categories.

In order to learn everything about the project, people that work on it need a special training and knowledge to accomplish the desired results. In this regard, we developed

an online platform (on Moodle website) which assures that every WISE expert has been adequately trained for the job. Creating an online platform helped us specialize the people working on the project so that they can understand the concepts within it, the process, the steps and the expected result.

More specifically, through the learning platform, the WISE experts were trained on how to efficiently support and guide the NEET population in the program: what implies the first assessment of the interests and competences of every NEET, how to find the best domain in which they can start the apprenticeship period, how to conduct the mediation and coaching services and so on. The aim of studying on the online platform is to learn about the job itself that someone is about to start working on. This first step that leads to a competent and informed WISER is absolutely necessary so as to help people in need for our services.



The SEPAL Moodle platform. There are presented the first 2 modules within the course. Credits: SEPAL

The Moodle platform that was designed for the SEPAL project has five modules, each of them approaching different topics. For example, the first module regards the supported employment principles, it explains what supported employment means, how to communicate effectively and what social skills should a WISE expert have. The next modules give a more detailed presentation of the program, including addressing stigma, working with local stakeholders and recruiting NEETs, matching vocational training/job offers with individual needs, principles of effective assessment, working effectively with clients, soft skills and many more.

Each of these subjects help the WISERs understand how to react when they encounter a problem during the whole process. Thinking about stigma, the online course addresses the possibility to face such a problem when trying to help a person with disabilities and gives solutions to overcome the issue. That is why this online course

prepares the WISE experts in a complete and useful way so that they can manage any possible situation at the workplace.

Moreover, at the end of each module there is a test to self-evaluate your knowledge and understanding of the topic that was approached. The advantage of each final test is that it gives you an overview regarding what you acquired after completing the chapter. The Moodle platform allows to calculate automatically the grade of each test, which is another gain in the process: every WISER is able to look on the test and see where they got it wrong, in order to review a certain subject and improve.



Credits: SEPAL

The screenshot shows a web browser window with the URL `resurse.projectsepal.com/mod/quiz/attempt.php?attempt=284&cmid=8&lang=en`. The page header includes the SEPAL logo and 'Moodle English (en)'. The main title is 'SEPAL WISE E-COURSE'. Below the title is a breadcrumb trail: 'Home / My courses / SEPAL WISE E-COURSE / SEPAL WISE E-COURSE / Test for Lesson 1'. The main content area displays two questions:

Question 1
Not yet answered
Marked out of 1.00
Flag question

1. Which of the following value does not belong to Supported Employment?

Select one:

- ☐ Individuality
- ☐ Choice
- ☐ Respect
- ☐ Social Inclusion
- ☐ Friendship

Question 2
Not yet answered
Marked out of 1.00
Flag question

2. True or false?

There are strengths and abilities in every person and youth with disabilities and/or disadvantages can make a valued contribution in the workplace.

Select one:

- ☐ True
- ☐ False

On the right side, there is a 'Quiz navigation' section with a grid of question numbers (1-20) and a 'Finish attempt ...' link.

The first self-evaluating test for the first module on the platform.
Credits: SEPAL

Looking closely, we can extrapolate these great results of online learning platforms to all categories of topics and people that need a qualification/knowledge to start a job. The technology, devices and the instruments that we have nowadays are easy to access and make our learning process efficient. Thanks to the wide internet content available, we can create a structured course on any topic that we could think of, which means we can extend this learning method on other useful topics that helps new employees to get used with the practises within the company they work for. Overall, the huge advantages of having access to an online learning platform is that every individual can acquire the information at his own pace and even more, that

information will always be there, easy to access, and for which we don't need lots of printed pages. This makes it an eco-friendly method to learn.

Project SEPAL NEETs find their path



Credits: SEPAL

One of the NEETs we guided on the journey to her dream job is **Cristina**, a person that eagers for knowledge, creativity and dynamism, with artistic inclinations.

When she first came to us, Cristina already had many studies and certificates in various fields: starting with a bachelor's degree in Political Science, Cristina followed a master's program in the field of European Business Administration, both specializations being part of the "Stefan cel Mare" University of Suceava.

After graduation, Cristina continued her training through various specialization courses: expert for accessing European funds, accounting, communication in English, human resources inspector/referent, etc. These denote her enthusiastic side for learning and continuous evolution. When she found out about the SEPAL project from a friend, Cristina came with great interest and desire to find a job according to her profile.

From the counseling results, performed by the professionals of the Bucovina Institute, we noticed that the most suitable job for Cristina is one that requires creativity, imagination and a lot of dynamism. Therefore, Cristina started the apprenticeship period within **DB Advisory SRL** shortly after registration in the program. There she had the opportunity to learn everything about **the art of photography**: how the camera works, what settings we use, angles to take photos from, and many more. Following this useful period of her training, Cristina got a job at the same company as an assistant photographer.

Cristina's successful story brings us a lot of joy and excitement. This is a clear evidence of the objective results of the SEPAL program. Congratulations, Cristina! We keep our fingers crossed for you!

Oana S., 27 years old, managed to find a pleasant and clean job in the **cosmetics field** through the SEPAL project. She came to us through a friend who knew about our project and recommended her to sign up. We immediately realized that the job that suits her best is in the cosmetic field, specifically a job in a beauty salon.

Supporting her to look and apply for jobs at various salons, Oana was finally accepted to start her apprenticeship period as a hairdresser at Raluca Signature. The secrets of a beautiful and elegant hairstyle were shared to her during that time. After this period of training, Oana got a full time job in the same salon. Oana declares that she is professionally and financially accomplished at the moment and that she really likes what she does. We wish you much happiness, joy and success! Congratulations, Oana!



Credits: SEPAL



Anamaria T. has had a beautiful evolution in her career. With a college degree in Accountings and Management Informatics and a master's degree in Auditing and Corporate Governance, Anamaria has created a solid educational foundation for a successful career.

In the summer of 2019, Anamaria called us to help her find a job according to her educational profile. Following the registration and counseling, we concluded that Ana's training and skills were a good start for a job in economics / finances.

Credits: SEPAL

Therefore, following the application and the interview for the jobs of **Financial Manager and Monitoring** and Reporting Specialist, Anamaria was accepted to start the apprenticeship period within the **Biosilva Association**. After that period in which she learned so many new things and became familiar with the practice/application of what she has learned in college, Anamaria signed the employment contract for the jobs she was trained on. She states that the apprenticeship program was a real gain because that time represented the trial period for both her and the employer, so that they can figure out if she is able to meet the requirements and adapt to the job. Congratulations, Anamaria! Good luck!

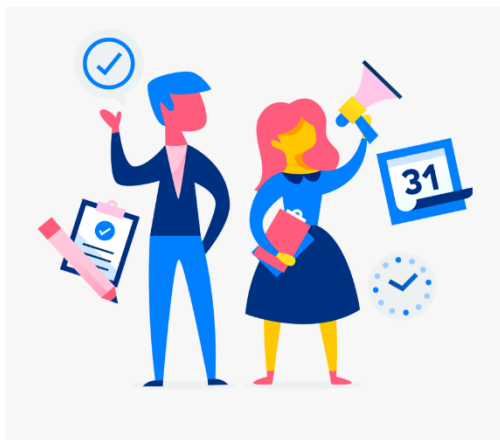
Mihaela S., a person eager for knowledge and development, has a unique story in terms of her path to a successful career. At the age of 26, Mihaela achieved success in both familial and professional areas of life.

After graduating the technical high school of food industry Suceava, she continued her studies in the medical field. Between 2016-2019, Mihaela attended courses to become a Generalist Nurse at the Suceava Post-secondary Sanitary School.



Credits: SEPAL

Upon completion of her studies, she heard about the apprenticeship employment opportunity and came to us to enroll in the program. After registering in the SEPAL program, she followed the **apprenticeship program at Suceava County Hospital on the Emergency Reception Unit**. Along with the supportive family and encouraged by her husband and the two children that they have together, Mihaela managed to get a job at the Suceava County Hospital at the end of her apprenticeship period. We are glad that we have helped Mihaela and that we guided and supported her so that she was able to follow the right path in her career, all thanks to the SEPAL project. Congratulations and good luck, Mihaela!



Credits: SEPAL

Ionela-Irina C., 25 years old and former beneficiary of the SEPAL program, has a special story in her development path. After graduating from high school, she began bachelor studies in the field of tourism geography at the Faculty of History and Geography at the University "Stefan cel Mare", Suceava.

In 2017, after graduation, she retrained on European Management and Administration at the same university, following two years of master's degree at the Faculty of Law and

Administrative Sciences. After graduation, she came in contact with one of the LCSs (Local Stakeholder), the Institution of the Prefect from Suceava. They informed her about the ongoing project that could help her get employed, more specifically, the SEPAL program.

Shortly after registering in the program, she began the apprenticeship period at the **Travel 4 All Social Cooperative**. Within this cooperative, Irina learned what it means to coordinate activities of different types, to coordinate the team she works with, to ensure communication with project partners, preparation and organization of business plans and resources that are necessary to achieve the project objectives, manage the project budget in accordance with the applicable internal procedures, establish long-

term collaborative relationships with project partners, clients, beneficiaries and funders, etc. After the apprenticeship period, Irina was employed at the Travel 4 All Social Cooperative, where she's still working since October 2019. This is her first job and she is really excited about it.

Devoted, determined and involved, Irina managed to find a job that she likes and for which she wakes up every morning with a lot of enthusiasm. We are glad and excited for Irina's success and we wish her all the best!

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

No Man's Land Is The New Touristic Flavour

The pandemic has affected everyone: companies, people with jobs, housewives (or househusbands, let's not get gender biased), but even deeper has hit the vulnerable groups: elderly, jobless or homeless people. Families who once afforded to go on holidays several times per year, now look twice before buying plane tickets. And – most of all – we need to learn how to live with the constant voice of the fear in our heads. Let's face it – the way people understand tourism has changed: instead of travelling by plane, train or other crowded vehicles, now we'd rather rent a camper RV; beach resorts where tourists share their piece of sand with lots of others are now replaced by remote destinations, where you can laugh and scream your lungs out, without anyone looking back to you with an angry grim. You simply turn into your own version of Robinson Crusoe, and become the explorer you've always wanted to be, yet never allowed. It's not only me who says it, the numbers as well: some of the most popular travel keywords in the World this year are about how safe it is to travel in various countries, and where to find safe accommodation. So, people are cautious, yet they still need a getaway!

Such an adventure, such a place is more than possible, it is even accessible in one of the last wild habitats in Europe: **The Danube Delta in Romania**



Credits: RAISE Youth
Photo courtesy of DiscoverDobrogea.ro

The scenery invites visitors to make peace to all their foes, even the inner ones, and access a fresh perspective over the life. Are you a fan of ecotourism and wildlife? Then you might fall in love with this land, where you can get in touch with the deeper meanings of life, invisible through the hectic urban buzz, but very tangible here, in No Man's Land, as indeed, this place belongs to birds and wild horses.



Credits: RAISE Youth
Photo courtesy of DiscoverDobrogea.ro

So, would you like to know more? You are hereby invited to read our stories about the smiles and the struggle of those people in love with nature, and also have entrepreneurship skills, who make ecotourism part of their life. Thus, someone's efforts may be other's inspiration for a lifetime adventure. Who knows? That person might be you 😊

Therefore RAISE Youth Romania is actively working with NEETs at grass root levels in the Danube region in order to inspire, train and empower NEETs to mix their own personal potential with the huge natural potential of the Danube and Black Sea Coast regions into what we call the RAISE Youth Romanian Rural Ecotourism Demo Center (planned to open its doors in the late autumn of 2020).

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Incubation and Acceleration methodology for social entrepreneurship projects

RAISE DEMO CENTERS

Within the DEMO CENTERS work package of the RAISE Project, FUNDECYT-PCTEX is in charge of creating the methodology related to the Incubation/ Acceleration program.

This working methodology, designed and focused on social entrepreneurship projects framed within the DEMO CENTERS of the RAISE project (Rural Action for Innovative and Sustainable Entrepreneurship for youth), offers an agile and deep itinerary that allows the promoters to design, define and concretize their entrepreneurship projects and the associated impacts from a holistic approach that integrates their personal perspectives with the needs of their communities and in harmony with nature. This agile model will be integrated, as a common framework, in all the Demo Centres involved in the project and aimed at NEETs "Not in Education, Employment, or Training" living in rural and suburban areas.

Here below an explanatory drawing where this innovative journey is described in more detail:



Credits: RAISE Youth

COVID19 in SPAIN – A Challenge that forces us to Review and Adapt our Activities regarding

SOCIAL SERVICE JAM

Within the SKILLS & COMPETENCES work package, FUNDECYT-PCTEX is in charge of creating the methodology related to the Social Service Jam activity for the entire RAISE Consortium, but based on its expertise, it is also in charge of facilitating the event in Casarrubuelos City, as well as helping with its organisation.

As a reminder, a Social Service Jam is a collaborative and creative workshop designed with the aim to find new solutions to the economic, social, cultural and environmental challenges, in our case, focused on rural areas. An opportunity to build community, learn new working tools to make ideas come true, and identify opportunities to undertake with social impact.

It is also an Event designed to be carried out face-to-face, on-site...this is, at least, how it was planned when the proposal was submitted. But many things have happened since then. Nobody could think that a pandemic at global level would force us all to change the way we work and the way we relate to each other. Moreover, in Spain, this COVID19 situation further to be solved remains very difficult, limiting as much as possible meetings of more than ten people.

This is why, the organisation of the Social Service Jam, programmed for September 2020 in a face-to-face format, has been postponed to October in a virtual way. The workshop will be divided into two sessions to be celebrated on the 7th and 21st October. Furthermore, and in order to validate first session contents and duly prepare second session, it will be created a virtual and alive environment where young people involved in this activity will be free to express their interest and points of view, exchange stories and interact with the facilitators of the event.

It hasn't been easy, as we have had to find the correct tools and adapt contents, timings and procedures, but truly hope this new approach will be very useful not just for Casarrubuelos City Council, but to all Project Partners.

Young Entrepreneurs presented their ideas under a watchful eye of Nikola Tesla



Credits: RAISE Youth

On Saturday, September 19th RAISE Youth Croatia celebrated the successfully completed first stage of the development of entrepreneurship of NEETs from Lika. The event took place within the framework of the recently ended pre-incubation program giving a special attention to the program participants addressing their entrepreneurial stories.

Throughout July and August 35 NEETs were included in the series of workshops on business incubation, entrepreneurship and innovation. This workshop goal is to inspire the young generation to develop their business ideas by providing mentoring and help with idea formulation.

Even though, due to the COVID-19, a significant part of the entrepreneurship program took place online, we felt the best way to present the progress we've made is by organizing a face-to-face event.

The venue, a museum built next to the birth-house of Nikola Tesla who throughout his career, discovered, designed and developed ideas for a number of important inventions was a perfect setting for presenting the stories of young future entrepreneurs.

The event was attended by more than 50 guests which included representatives of public authority, NGO community, media, NEETs and other stakeholders.



Credits: RAISE Youth

Karlo Starčević, mayor of the city of Gospić who is also a successful entrepreneur congratulated the entire RAISE Youth project team on their efforts to encourage young people in starting their own business.

“Being an entrepreneur means great responsibility but even greater freedom. Find your niche, love your job and invested time and effort will be worthwhile.” – said the mayor to the young entrepreneurs who presented their business ideas to the public.



Credits: RAISE Youth

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

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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Employment for young Adults with a Disability – LEAD

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