



COMNETNEET "Community Networking for Integration of Young People in NEET Situation"

FINAL RESULTS OF THE INTERVENTION MODEL TARGETED AT NEETS IN PORTUGAL, ITALY AND SPAIN

EDITION: CECO A – CENTRO DE FORMAÇÃO PROFISSIONAL PARA O COMÉRCIO E AFINS

The project ComNetNEET aims at integrating young people who are currently NEET (i.e., not in employment, education or training) by helping them to overcome the main obstacles from a social inclusion perspective.

This 4th newsletter is focused on the adaptation of the Model from the testing phase done in Portugal, Italy and Spain.

1 - Insights from London

At the last transnational meeting, organised during 11 and 12 of December, partners completed the "testing phase" in Portugal, Italy and Spain and discussed about main results, learning lessons and next steps.

1.1. Reflections about the testing phase

Very brief interviews with our staff who implemented the testing phase in Spain, Italy and Portugal. Check some of the most relevant highlights:



Rafael Vázquez Cobas, Fundación Ronsel

Who are you?

RC: I'm social economist oriented to advice on entrepreneurial processes. I have a diploma in Business Studies and Bachelor in Economic and Business Sciences from the University of A Coruña.

I'm working at the Ronsel Foundation since 2000. I'm a trainer accredited by the Xunta de Galicia in the area of knowledge of the creation and management of companies. It plays the role of mentoring manager in

Galicia within the Youth Business Spain program.

What did you learn with this (testing phase of the model)?

RC: We have learned:
1. To be more open to the community of local agents;
2. To trust young people more to empower them;
3. Confirm that mentoring is a key methodology.

Main achievements to your organization, in your opinion?

RC:
1. Connect the network of local partners;
2. Introduce an open and flexible work methodology with a focus on youth;
3. Share the model with mentors of the Ronsel Foundation ecosystem.

Steps for future implementation

RC:
1. Strategic level: include the model in the 2021-2027 plan;
2. Tactical level: include the model in our youth mentoring program;
3. Operational level: dissemination of the model during the 20th anniversary of the Ronsel Foundation that we celebrate this year.



Elena Colbacchin, CPV - Centro Produttività Veneto

Who are you?

EC: I'm a psychologist, I have been dealing with school and professional guidance and job placement for many years. The interest in young people in NEET situation and people in a disadvantaged situation led me to work with them in different contexts and projects, always with the aim of promoting professional growth through self-awareness and empowerment.

What did you learn with this (testing phase of the model)?

EC: The main aspect is the necessity of a structured professional intervention that must be customized to the needs of the individuals.

Another important aspect concerned the development of a network of enthusiastic operators from different organisations. The network is supposed to support the person with an integrated offer of different services.

Main achievements to your organization, in your opinion?

EC: Networks with other local operators dealing with inclusion and social support have been developed and supported, especially as regards the initial meeting and involvement of young people in NEET situations, which often tend to isolate themselves and not seek support or help with career guidance and retraining.

Steps the future implementation

EC: The local network for the integration in the labour market of disadvantaged persons is transferrable to other target groups such as people lacking parental support, migrants, refugees, disabled people and so on. We are promoting the approach at our local level in order to improve network relationships and widen the scope of intervention.



Ana Barreiros, CML – Câmara Municipal de Lisboa

Who are you?

AB: I'm Psychologist and I work in Câmara Municipal de Lisboa since 2002.

I have been working in the local administration since 1989. In 2002 I came to work for CML, where I developed and coordinated projects aimed at children and young people, in the following areas: community intervention, with a view to raising awareness and environmental education; prevention of addictive behaviors. For 5 years I have been part of the Youth Support Center, where I have developed activities and projects aimed exclusively at young people.

What did you learn with this (testing phase of the model)?

AB: It was a huge challenge, since I had never worked in the field of employability and in direct support for young people in NEET situations and helping them to find a direction in their life.

Main achievements to your organization, in your opinion?

AB: Open a new intervention area in the Municipality, with the possibility of creating a sustainable network work, with a perspective to creating responses for young people in NEET situations and who come from disadvantaged backgrounds.

Steps the future implementation

AB: To follow up the individual actions plans and to implement the last phases of the impact evaluation.

2. "Lunchtime Talk" promoted by Tavistock

Disseminated event promoted by Anna Sophie Hahne and Dr Thomas Spielhofer – 11 December 2019.



Dr Thomas Spielhofer is a Principal Researcher at the Tavistock Institute with many years' experience of leading relevant projects. He has an interest in researching the characteristics and needs of young people not in education, employment, or training (NEET) and studying the benefits of programmes aimed at reducing early school leaving.



Anna Sophie Hahne is a Statistician at the Tavistock Institute and leads on the use of quantitative methods within the institute. With her background in Education Science and Psychology. She recently has worked on a European project developing and piloting a model for young people at risk of becoming NEET and is also involved in this current Erasmus+ funded project.

2.1. Main conclusions of the event

This event presented how the intervention model was developed and what it aimed to achieve and reflect on some of the learning from the pilots to date, involving representatives from the organisations involved in the project.

Delivery and Learning in Spain



By Luis Deber, Fundación Ronsel

- 17 YP people were involved in the program.
- 55 individual sessions were done with YP.
- Referral sessions to different stakeholders.
- Groups sessions were done with 12 participants, about "Competencies and soft skills, Social abilities, Search and use employment tools" and "Administrative management".
- Mentoring sessions.
- Visits to companies and the business incubator "Accede Papagaio" were done.
- Job interviews: YP included in the employment agency.
- + 50 % of the YP improved they work situation.
- 7 YP are working, 1 is studying and 1 is an entrepreneur, starting a business.

Delivery and Learning in Portugal



By Jorge Vieira, Câmara Municipal de Lisboa

- Communication actions targeting local stakeholders (Plan for Community Facilitation).

- Build and maintain a good network of partners to provide opportunities for work-based learning and further referrals.
- Involve the relevant community stakeholders in developing and implementing the individual action plan.
- Referral to local stakeholders according to different support needs as: Agir XXI, Santa Casa da Misericórdia de Lisboa, Clube Intercultural Europeu; Fábrica do Empreendedor; IEFP).
- Start of initial interviews and IA with YP in NEET situation: 28 Initial Interviews and Individual Action Plan were done.
- Individual coach-based sessions.
- Group sessions (train soft and employability skills – key competences – as the Bootcamp with 13 YP and a Multiplier Event with 9 YP and some local entities.
- Participation/a presentation the Project in Futurália (Apr. 2019) and visit the Feira de Emprego e Empregabilidade of Marvila (Nov. 2019).
- Increase contacts making use of Plan for Community Facilitation, build trust, enhance image of NEETs.
- CML went to Ajuda to establish the first contact with YP, with the collaboration of the Parish Council. Some initial instruments were applied.
- Build and maintain a good network of partners for referrals and for work-based learning, particularly to employers, sectorial organizations and NGOs.

Delivery and Learning in Italy



Enrico Bressan, CPV - Centro Produttività Veneto

- Creating and maintaining the contacts between stakeholders.
- Work-based learning experiences.
- Facilitate YP to know the local system of services and how to use it.
- 19 people more aware on choices available and opportunities.
- 3 labour market integrations.
- 1 person went back to school.

3. "What works workshop"

Also promoted by The Tavistock Institute this workshop was based in 3 guiding questions:

"What can be learned from the piloting?"

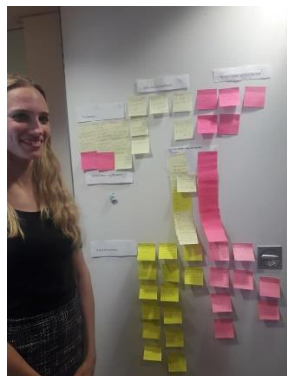
"Can the model be improved?"

"What can be sustained?"

Partners discussions around those 3 questions were essential to develop further improvements in the intervention model and in 3 main parts of the model:

- Preparation
- NEETs intervention
- Local Community Network

3.1. SWOP analysis results



STRENGTHS (+)

- Ability to use the stakeholder network once in place to engage NEETs effectively
- Ability to engage community and chambers and put them in contact with young people during job fair
- "Boot-camp" to engage young people into project
- Ability to follow individual action plan with flexibility
- Collaborative approach and sharing of expertise and knowledge
- Job shadowing/job tours to raise awareness of skill requirements & develop links with real people
- Tailoring activities to needs of individual young people
- Reputation of partner organisations
- Using an organisation to deliver intervention with experience of working with disaffected/disengaged young people
- Involve young people in events organised
- Align skills to employer requirements

WEAKNESSES (-)

- Ability to engage large entities
- Ability to motivate young people to participate in activities at the start
- Staff training for facilitators with language barriers
- Working in unsuitable settings (e.g. small space)
- Ability to attract employers in a short time and without funding and have them offer job-inserting activities
- Arrange activities outside classroom (visiting job fairs, internships, visits to professionals/companies)



THREATS (-)

- Competition between stakeholders (e.g., Youth Guarantee crowds out other projects/activities) and overlapping networks
- Expectations of young people to be given a job
- Working with very disadvantaged YP, with low language skills
- No funding for stakeholders
- Lack of time to develop route into employment



OPPORTUNITIES (+)

- Stakeholders' appreciation of model and recognition of relevance of work
- Youth workers willing to collaborate
- Certification for companies which employ young people
- European project as a good brand to engage stakeholders and youth

NEETSinACTION

3. Next dissemination activities

In pre-pandemic scenario, the project partners had planned a set of dissemination initiatives between April and July with the aim of presenting and divulgating the project's main products and results through a series of Multiplier Events held at national and European level.

However, the context has changed significantly, and in this new context, partners are considering to carrying out some of the activities in an online format: local meetings with stakeholders' representatives and national seminars scheduled between the period of May and August 2020.

In the meantime, we must postpone the face-to-face activities. When possible, we intend to carry out the presential events, with the necessary adjustments and rules required.

3.1 Multiplier events: in PT, ES and IT



National Seminar in Portugal coordinate by TESE



TESE, CECO, CMLisboa and UCP will organize the project national seminar in Portugal.

As soon as possible we will inform about the date and the format of the national seminar.

International Conference in Portugal coordinated by CECO and the national partners

CECO, CMLisboa, TESE and UCP will promote the project final conference.

As soon as possible, we will inform about the date and the format of the European conference, organize with the involvement of the international partners, Tavistock, ISOB, FR and CPV.

3.2 Other initiatives at national level



In Lisbon

The 3rd stakeholders meeting will be organize by CMLisboa targeted to local partners from Lisbon territory as representatives from Lisbon municipality, local authorities, NGOs, VET providers representatives, and other members of the Portuguese network of stakeholders promoted at local and regional level.

One Learning Activity will be organizing by TESE and CECO during 24, 25 and 26* of June target to the project staff with the purpose of Training Standards validation, the last product of this oproject.

(*). under confirmation.

In La Coruña

The 3rd stakeholders meeting will be organize by Ronsel at the end of June, and it is targeted to local partners from Galicia territory.

The National seminar in Spain will be organize by FR to the Spanish stakeholders as Youth Business Spain, ATA Galicia, AJE, Xunta de Galicia, Deputación A Coruña, Concello A Coruña, Fundación Paideia, IES Menéndez Pidal, CIFP Ánxel Casal, CIFP Somo, CIFP Escola de Imaxen e Son, Rede Eusumo, EAPN Galicia, IGAXES, ERLAC, UDC, UVIGO, BBVA, CaixaBank, Concello Porto do Son, Concello Ribeira, Concello Brión, Concello Santiago de Compostela, Cámara de Comercio A Coruña, COIIG, COTSG, EOI, Ecos do Sur.

In Vicenza

The National seminar in Italy organized by CPV in a webinar format due to COVID 19 constraints will be held on June 3. The seminar is aimed at Italian stakeholders that deal with employment and social services as local authorities, social organisations, job placement services, youth grassroots organisations.

The 3rd stakeholders meeting will be organized by CPV by the end of June, and it is targeted to local partners from Vicenza territory.

FOR MORE INFORMATION FOLLOW US AT:

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

COMNETNEET "Community Networking for Integration of Young People in NEET Situation"

<https://neetsinaction.eu/>

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

