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

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Community Networking for NEET Integration: Towards a Common European Model: Guidelines for Practice and Recommendations for Policy by Alexander Krauß, ISOB GmbH Gerhard Stark, ISOB GmbH Rebecca Weidenhiller, ISOB GmbH

STATE OF THE ART: GOOD PRACTICES OF SOCIAL INCLUSION (THROUGH WORK BASED LEARNING STRATEGIES) TARGETED AT YOUNG PEOPLE IN THE PARTNERS' COUNTRIES

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.

An initial study, which involved all partners who contributed comprehensive national reports on good practices and the main findings of national literature, synthesizes relevant insights of these reports in order to identify and validate good practices of relevance to the project.

It synthesizes guiding principles of intervention for community and civil society mobilization in the construction of networks that facilitate the integration of NEETs based on the best EU practices as a basis for further operational intervention; it includes recommendations for shaping policies on borough/district, municipal, regional, national and EU level.

The 1st IO – Intellectual Output identifies and synthesizes relevant insights from EU and national literature and good practices in partner countries to identify and validate good practices of relevance to the project.
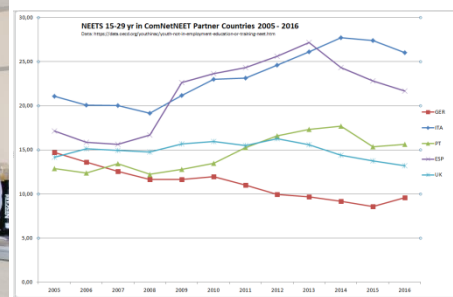
1st partnership meeting in Portugal (October, 2017)

Hosted by CECOA

1. Overview of situation of NEETs in partner countries

Il.: NEET Rate (15-29 yr) 2005 – 2016 OECD (2018), Youth not in employment, education or training (NEET) (indicator). doi: 10.1787/72d1033a-en (Accessed on 09 February 2018) own presentation

In all of the partner countries there is a quantitative and qualitatively worrisome situation of NEET youth. Relevant numbers of young people are at serious risk of exclusion and have lost contact to the relevant institutions in all partner counties (disenfranchised, hard-to-reach NEET).

In all of the partner countries a group of "disenfranchised youth" has emerged, which can no longer be accessed by the regular institutions. In Italy a large group is described as being "demoralised." In Spain as well as in Portugal low levels of education and a high level of school dropouts are the main risk factors, while in Germany and in the UK the fact of having been NEET is a major risk factor for staying NEET long term.

Also in all countries, institutional setting factors are pointed out as risk factors for integration. Region and accessibility of institutions put some youth more at risk than others.

2nd transnational meeting in Germany (March, 2018)
Hosted by ISOB

Fostering social integration: engaging, orienting, stabilising, inserting.

2. Results of the overview of good practices to intervene in the NEET situation on a community level

In all partner countries a number of initiatives exist to work with young people who are NEET.

Partners agreed to identify practices which:

- Work with young people who are NEET,
- Involve young people aged 18-29,
- Include a work-based learning element.

Identifying good practices which can inspire the shaping of an innovative model for intervention through workplace learning and better local/regional networking is one of the key activities of the ComNetNEET project.

Two main lines of intervention can be distinguished: intervention in education, training and (re-)insertion in **education** or **work** and training and intervention in **social integration**.

Analysing the reports, **three main elements of fostering the social integration** of youth can be distinguished, which we have titled as "engaging, orienting, stabilising and inserting".

These form a **"transition system"** for those for which interventions aim to bringing them back into the "regular" system of education and training.

Engaging

"Engaging" therefore, describes activities to reach out to these "hard to reach" youth who have lost contact to the regular institutions and therefore are not accessible by regular ways and themselves do not seek help or apply for services.

MORE INFO AT:
https://neetsinaction.eu/

Orienting

"Orienting" describes all methodologies to build relevant competences, trust, confidence and motivation to become able and willing to re-access regular measures of education and training.

MORE INFO AT:
https://neetsinaction.eu/

Stabilising

The aspect of "stabilising" acknowledges that overall stabilisation is a **multi-factorial and long-term process** rather than a momentary phenomenon. Progress and setbacks need to be expected and balanced

MORE INFO AT:
https://neetsinaction.eu/

Inserting

One recent focus of reform has been (e.g., in the case of Germany) recognising the long-term character of social stabilisation which also requires assistance for the individual **after** initial insertion into education, training and employment.

MORE INFO AT:
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Mutual dependency and reinforcement of the elements and the need for overall coordination
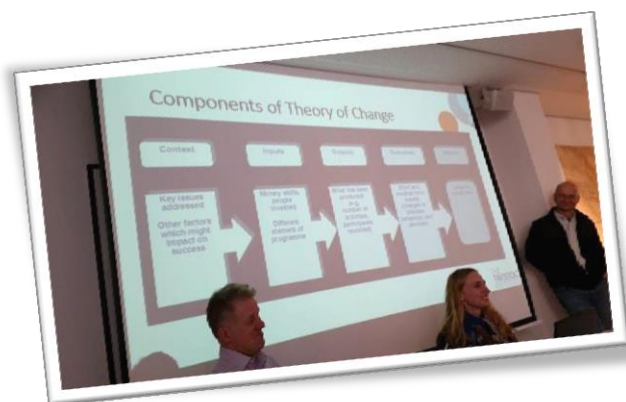
It is a main criticism of the current policies and activities in the area that too large of a part of interventions is planned and implemented without a sufficient degree of coordination, without **sufficiently managed transitions**, without an overall concept and without overall monitoring and evaluation.

There is a wide consensus in the literature referred to and in the practices reported, that **while a consistent overarching legal and statutory framework is needed, such coordination must be on a local and regional level**.

While there is a general consensus that all relevant actors have to be networked and coordinated, there is quite some diversity among the partner countries as to how, with which partners, in which spatial and organisational context and using which organisational means, such coordination, takes place.

Each individual practice needs to contribute either to one or multiple aspects of social integration as well as to educational and training progress with a view **to prepare and organise the respective "next step."** No step in the process can be regarded as meaningful and complete without an eye on the progression to the next step.
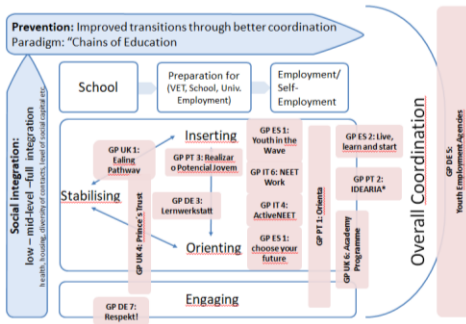
3. Good practices which contribute to social integration, insertion and overall coordination

Theory of Change Workshop promoted by Tavistock during the 2nd transnational meeting and *Learning activity* organized by ISOB in Germany (March, 2018)

BEST PRACTICES OF SOCIAL
INTEGRATION INTO CHAINS OF
EDUCATION, TRAINING AND
EMPLOYMENT

3rd transnational meeting in Italy (October, 2018)
Hosted by CPV

3.1 Engaging good practices

Germany: GP DE 7 Respekt – Mach dein
Ding! The project targets "disconnected
youth."

In **Italy the ACTIVE NE(E)T project** (**GP IT 4**)
is on the interface of "engaging" and
"orientation" as it reaches out to young
people.

The project **Idearia in Portugal (GP PT 2)**
aims at the development of transversal
competences and the insertion into
employment and self-employment.

"Realizing Youth Potencial" (GP PT 3), is an
intervention for insertion in regular
employment which won the Inspiring Project
Award 2017 at the Erasmus + Good Practices
ceremony.

In the **UK** the described good practices have
a combination of methods to <u>reach out</u> to
young people. In the **Ealing Pathway
Programme** (**GP UK 1**) the participants, who
are "willing to take the next step" are mostly
referred from other organisations.

The **Prince´s Trust Programme** (**GP UK 4**)
aims at care leavers, looked-after children,
offenders and ex-offenders, single parents,
refugees and young people with disabilities.

The **Academy Programme"** (**GP UK 6**),
which reaches out to young people via sports
activities such as football, dance and general
fitness.

FOR MORE INFORMATION

Community Networking for NEET Integration:
Towards a Common European Model:
Guidelines for Practice and
Recommendations for Policy. O1-A4 Synthesis
Report Coordinator: ISOB GmbH

3.2 Orienting and stabilizing good practices

Module A+ of the "Lernwerkstatt" (**Part of
GP DE 3**) targets young people who are at
risk of being failed by the regular systems
because they are not entitled to other regular
measures.

The Project "**FUORI SCUOLA** pathways for
the reduction of early school leaving" **(GP IT
3)** in **Italy** is an example of "engaging" youth
who have dropped out of school immediately
and refering them to a process of new
orientations.

The intervention **"Choose your
futureFuture"** in **Spain** (**GP ES 3**) is placed in
the transition space between orientation and
insertion, mainly at young immigrants who
are interested in participating in the program
(engaging stage).

1st multiplier event in Portugal (May, 2018)
Organized by CML, TESE, UCP and CECOA:
"Characterization of young people in NEET situation"

Hosted by CML

1st multiplier event in Portugal (May, 2018)
*Organized by CML, TESE, UCP and CECOA:
"Work practices with young people in NEET
situations who know and / or use"*

Hosted by CML

The project **ORIENTA.TE E6G in Portugal**
(**GP PT 1**) is a community-based approach
that support NEETs in the definition and
achievement of their life project.

The good practice **Idearia** in Portugal (**GP PT
2**) orients NEETS through two tools: one
Creative Lab and an Entrepreneurial
Laboratory.

"**Realizing Youth Potencial**" (**GP PT 3**)
contributes to social integration and
reintegration in the regular system of
training and employment.

In the **UK** the "**Ealing Pathways Program**"
(**GP UK 1**) includes social action projects,
trips and teamwork activities.

The **Prince´s trust programme** (**GP UK 4**)
facilitates better social and professional
orientation of its clients through its general
focus as a "personal development course."

The **Academy Programme** (**GP UK 6**)
supports the social and professional
orientation of its participants through
facilitating the definition of personal aims in
education, employment and training.

3.3 Inserting good practices

A measure for insertion of youth through preparation, initialising a "dual-system apprenticeship programme" as well as through encouraging and qualifying for entrepreneurial activity is "**Youth In The Wave**" from Spain. An overview at **GP ES 1**.

A good practice for insertion with an emphasis on entrepreneurship is **"live, learn and start."** (**GP ES 2**) Also here the main idea is to encourage youth to perceive themselves as active shapers of their future and labour market participation.

The project **"Choose our future"** from Spain (**GP ES 3**) supports insertion of young refugees through the awareness of the regional companies.

1ˢᵗ multiplier event in Portugal (May, 2018)
Organized by CML, TESE, UCP and CECOA:
"Motivate and mobilize young
people in NEET situation"

Hosted by CML

In Italy the **NEETwork project** (**GP IT 6**) allows young people without formal qualifications to be inserted in a professional context, through a four to six months internship.

The **ORIENTA.TE** project in **Portugal** (**GP PT 1**) develops soft skills relevant to employability. The intervention uses community networking.

The project **Ideaia** in Portugal (**GP PT 2**) is an example of a territorial network for employment; sharing of information and experiences between complementary entities and facilitates the creation of collective strategies.

In the **UK** the **"Ealing Pathways"** (**GP UK 1**) uses internship with the local authority and other employers as well as building of certifiable skills (Level 1 employability qualification) to foster insertion in more formal education, training or employment.

The **Prince´s Trust Programme** (**GP UK 4**) focuses on personal development, internships and other work-based learning elements.

The **Academy Programme** (**GP UK 6**) supports the insertion of its clients through internships with a group of major national employers. Also the academy offers continuing support and accompaniment and engages former graduates as staff/volunteer or ambassador of the Street League.

3.4 Institutional cooperation and coordination

In Germany the model of **Youth Employment Agencies** (**GP DE 5**) is a major reform initiative to develop one-stop government for all matters of employment related to youth policies.

Some of the good practices described by partners rely on a networking approach, often on regional level and sometimes with an approach by sector.

The project "**Young in the Wave**" from Spain (**GP ES 1**) combines experience in programmes with young people and employment of various foundations and associations, with experience in port training.

An example of regional/community embeddedness and support of interventions is the good practice **Orienta.TE E6G** (**GP PT 1**) in Portugal. The **project Idearia** in Portugal (**GP PT 2**) is planned and implemented by the promoter in partnership with the municipality, its business incubation centre Parkubis and the local University (UBI).

1ˢᵗ multiplier event in Portugal (May, 2018)
Organized by CML, TESE, UCP and CECOA:
"How is the articulation of partners working with
young people in NEET situation in the territory"

Hosted by CML

In Portugal promoters like YUPI, promoter of "**Realizing Youth Potencial**" (**GP PT 3**) along with implementing their specific project, aim to also influence the context, influencing local and national decision-making processes.

The **Ealing Pathways programme** (**GP UK 1**) is closely coordinated with the local authority, recruits through a network of local organisations and institutions and relies on local employers to provide internships.

The **Prince´s Trust** (**GP UK 4**), while being a charitable program on national scale, works through delivery partners from a wide range of organisations. The range of delivery partners, which include, e.g., fire and rescue, shows a strong community and civil society orientation.

The **Academy Programme** (**GP UK 6**) follows the same principle.

1ˢᵗ multiplier event in Portugal (May, 2018)
Organized by CML, TESE, UCP and CECOA:
"Networking session"

Hosted by CML

FOR MORE INFORMATION

Community Networking for NEET Integration: Towards a Common European Model: Guidelines for Practice and Recommendations for Policy. O1-A4 Synthesis Report Coordinator: ISOB GmbH

NEXT SESSION: RECOMMENDATIONS

OF YOUNG PEOPLE IN NEET SITUATION" | NEWSLETTER 1   6

4. Recommendations

4.1 For shaping individual measures

- **Coordinability:** each measure must not stand alone but needs to be planned and organised as to prepare the transition to the next step.
- **All measures must be planned according to a defined aim**, e.g., what should be achieved according to a measurement of social integration as a prerequisite for insertion.
- Measures for insertion must prove **employer demand** and employer contacts for successful transitions.
- Portfolio of measures must **consider the different profiles inherent to NEET group** as well as their different needs.
- For the target group of NEETs, **qualification and social support must be balanced** at any time.
- The forming of multi-professional teams of educators, social workers and psychologists.

Measures should be consciously **modular** to allow easy access, immediate gratification, positive feedback and individualised pathways, while keeping the aim of achieving a sustainable level of qualification and social competence to make a living on the market place. Each intervention must be **functional** within a "chain of education, social integration and training" with the aim of social inclusion.

4.2 For shaping policies on local/regional community level

- **Follow a multi-stakeholder multi-agency approach**: Most of the partners report good results from a close cooperation between all relevant actors on the local level. Various actors have different approaches and competences which have to be used in a targeted way.
- Develop an **overall plan of social and educational inclusion**. Engage all relevant community stakeholders in developing and implementing the plan.
- **Base local/regional planning** on monitoring the relevant developments. Monitoring of public statistical data does not suffice and risks overly simplistic outcome oriented control mechanisms, which risk failing the neediest groups of youth and ignoring progress made towards sustainable social integration. Collect relevant qualitative and quantitative data, conduct focus groups of relevant actors and youth and monitor the situation regularly.
- **Be active** to also reach out to harder to reach groups (engaging): In comparison to the final beneficiaries/target group, all assistance must have a trustworthy, approachable face. Build interface towards the various communities/"tribes" of clients.
- Consider **interculturalism and intercultural opening** in the overall planning of integration policies: depending on local/regional specifics, differences in the understanding of the mechanisms of education and training can result in deficits in accessibility of the system.
- **Form regional networks for monitoring**, planning and implementing youth education, training, social and employment policy independent from any specific funding programme.
- **Use the principle of case management**: Develop and follow an individual plan for orientation and insertion for each client, which is monitored by one and can be implemented by many institutions. The client should be included in the development of the plan.
- Cooperate in training and multidisciplinary exchange of teachers, trainers, social workers and youth organisations as well as in particular companies and other employers in order to assure a quality orientation of learners through better orientated trainers. **Only in the staff working with youth has a wide and in-depth overview of regional resources can it provide quality orientation.**

1st multiplier event in Portugal (May, 2018)
Organized by CML, TESE, UCP and CECOA: "Main conclusions"

Hosted by CML

4.3 For shaping policies on national and European level. Some of the most significant include:

- All policies must address the **overall social situation** and social opportunities. Education and training are not enough,
- Measures for re-insertion in to the system must be places of holistic integration, not only of education,
- Take account of the **realities of a more diverse society** ,
- The level of funds as well as the efforts for experimentation and development must be used in a **stable and dependable way**,
- Empower **local/regional coordination**: While maintaining a conductive national legal and statutory framework, national policies must allow for local/regional coordination of the relevant actors,
- **Work-based learning and particularly apprenticeship schemes should be expanded**,
- Further Develop the Conceptual Foundations of the **European Youth Guarantee**,
- Strengthen **planning and holistic approach**,
- Encourage subsidiarity approaches and local/regional coordination,
- Encourage the coordination of social, youth and education policies,
- Foster the **Europeanisation** of these policies,
- Encourage work-based learning and **vocational orientation mandatory e**.g., through mandatory internships, participation in vocational training as a benchmark indicator, etc.,
- Continue to encourage the **use of digital media** to assure access to learning opportunities independent from mastery of host country language. Organise **certification and Europe wide accreditation** of outcomes of such learning,

- Enforce and support **work-based learning as a paradigm in all types of education and training**: evaluation of national education policies along a high share of tertiary education have discouraged and devalued vocational and work-based learning.

1st multiplier event in Spain (April, 2018)
Organized by Fundación Ronsel: Presentation/Briefing of general overview of the project

1st multiplier event in Spain (April, 2018)
Organized by Fundación Ronsel: "Main conclusion/discussion/SWOT Analysis"

NEXT NEWSLETTER: MODEL OF INTERVENTION

NEETS*in*ACTION

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

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