



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

31.10.2020

GUIDE, TRAINING STANDARDS AND PROJECT IMPACT AND SUSTAINABILITY

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 5th newsletter is focused on the last Intellectual Outputs and the final results of the project.

1 - Guide for social inclusion and development of local partnerships for employability of young people who are currently NEET

This guide defines processes and tools to enhance networks for employability at local level. This includes how to build laboratories of innovation in employment policy in local communities, construction, implementation, and maintenance of local networks for employability of young people who are NEET.

The structure of the guide is divided into two parts:

❖ **Part A**, takes a more theoretical approach based on the model of intervention which was developed based on the analysis of good practices, coming from the partner countries and respective recommendations. The model has been piloted in Italy, Portugal and Spain. The learning from implementation has been summarised in this guide.

❖ **Part B**, is the most challenging part of the guide, because it intends to be a type of "formula" for other entities to adapt the model to their own needs and to use the methodology and tools. It provides practical guidelines about how to apply the model in different contexts, step by step.

This project results were validated by the national stakeholders, see the example of the last networking meeting organized by CML (September 2020):



1.1. Main recommendations

Recommendations for **shaping individual measures and recommendations for shaping policies on local/regional community level**. They have been extracted from O1-A4 Synthesis Report: Community Networking for NEET Integration.

Forms of intervention by executive and **community political power**. They have been extracted from O1-A4 Synthesis Report: Community Networking for NEET Integration, also Examples for municipal coordination from IO 1 A3.

Final considerations:

- ❖ Municipalities improve the articulation between the municipal services (human resources, economy and innovation, network employ and entrepreneurship).
- ❖ Formalize partnerships, in a short and medium time, with municipal companies, and strategic partners in the sense of integrating young people who are currently NEET in internships, training and / or employment.

- ❖ Fostering sustainable local partnership networks.
- ❖ Improve the articulation with other partners, who work with and for young people.
- ❖ The need to pre-test the tools to apply to the target group, with the contributions of the partners who use them. Understanding if they are clear, practical, objective, if they need to be improved.
- ❖ Increase the follow-up time of participants involved in the project.
- ❖ Increase funding the projects of entrepreneurship, about the creation of their own jobs by young people.
- ❖ Need for financing to local partners to have more time to affect the project and human resources available.
- ❖ Transfer of good practices/infusion of program philosophy through common staff training with the participation of strategic and local partners, through good practices government driven and local programs/projects.
- ❖ This system needs to feed on resources integrated on the individual path and based on the individual action plans, individualized measures for each young people in NEET situation.
- ❖ The network represents the operational response to this requirement and guarantees effectiveness, efficiency, and transparency.

1.2. Roadmap for action

The Roadmap for action, intends to serve as a guide with practical suggestions for those who work with and for young people who are NEET, regardless of being a local institution, non-governmental organisation (NGO) or a public body. It is aimed at potential coordinating bodies of such an intervention.

Main conclusions:

- ❖ Identify interests/dreams of each young person and establish concrete personal development goals (talking to young people, communicating with them, listening to them before proposing activities, which must be implemented by them).
- ❖ Reinforce skills: develop actions to promote young people's self-knowledge and self-confidence.
- ❖ Develop activities / events that promote youth autonomy.
- ❖ Encourage young people to reflect on their future goals.
- ❖ Methodologies: peer-to-peer actions; non-formal education (ludic-pedagogical activities, community games, etc.).
- ❖ Organize events where young people can show the results of their work/learning (example, Talent Contest).
- ❖ Work from concrete / practical projects where they can see the evolution of their work from a multidisciplinary perspective.
- ❖ Carry out sports activities (invite athletes to streamline experimental sessions).
- ❖ Develop mentoring activities and tutorials.
- ❖ Engage in actions to promote mobility between parishes and municipalities, to promote the interaction of different young people and ideas/projects and international mobility.
- ❖ Create a system of rewards for the participation of young people; Ensure that interventions take place in the comfort zone of young people/places that young people attend.
- ❖ Promote initiatives outside the context of young people.
- ❖ Create attractive spaces for young people.

To shape national and European policies, some of the most significant elements include:

- ❖ Enabling local/regional coordination: maintaining a European legal framework, national policies must allow local/regional coordination of relevant actors.
- ❖ Expanding learning in the workplace, particularly through internships.
- ❖ Continuing to develop the conceptual bases and the implementation of the Youth Guarantee.
- ❖ Strengthening planning capacity and a holistic view.
- ❖ Encouraging approaches to subsidiarity and local/regional coordination.
- ❖ Encouraging the coordination of social, youth and education policies.
- ❖ Promoting the Europeanization of these policies.
- ❖ Encouraging learning measures in the workplace and vocational guidance, through mandatory internships, participation in Employment and vocational training initiatives as a comparative indicator, etc.
- ❖ Continuing to encourage the use of digital media to ensure access to learning opportunities.
- ❖ Organizing training geared towards certification and learning outcomes across Europe.
- ❖ Reinforcing and supporting learning in the workplace as a paradigm transversal to the measures of the education, training and employment system: assessing national policies for lifelong learning.

2. Training Standards

The promoting NEET's social inclusion: a community-based intervention model is the final products of the project. With the scope of "How to implement intervention model from ComNetNEET project (marketed as "NEETS IN ACTION").

The training standard contained the following elements:

1. The framework:

- Overview
- Training standard object
- General learning goals
- Training standard main target
- Trainees' profile
- How to use this training standard
- Training modules
- Training duration
- Facilitators profile
- Recommendations to the facilitators
- Training assessment

2. The syllabus:

- Acquaint
- Prepare
- Act
- Coordinate & manage stakeholders 85
- Evaluate & ensure sustainability
- Adapt

3. References

2.1. What are the purposes of the training standard?

- ❖ To define the main key points for organisations or professionals who want to provide training on COMNETNEET intervention model.
- ❖ Indirectly, it aims to better prepare organisations, youth workers, technicians, researchers to apply a comprehensive and flexible intervention methodology targeting social inclusion

young people who are currently NEET.

2.2. Why to provide training on the intervention model?

During the training standards development, the consortium organized a 2nd Learning activity (C2): a pre-test to prepare the final version of this result.

Learning goals:

- Acquaint the training standards 1st proposal
- Acknowledge how to transform CNN on a training product
- Develop skills on training standards development

In fact, one of the weak points identified in previous projects is that preparation of staff to apply tools, resources or concepts generated within projects is not always achieved not even by the partners' staff organisations during the project lifetime.



C2: Learning activity organized online, June 2020

At the end of the project, we also organized the national seminars to share the project results. In the case of Portugal, we did a capacitation action based on the IO5 by Zoom.



National seminar in PT: organized online, October 2020

The C2 report and the report of the national seminar, showed that the Training Standards were considered a good product, in-depth understanding of basic concepts, rationale of the intervention, tools, and resources and on how to use them according to the needs of the social workers.

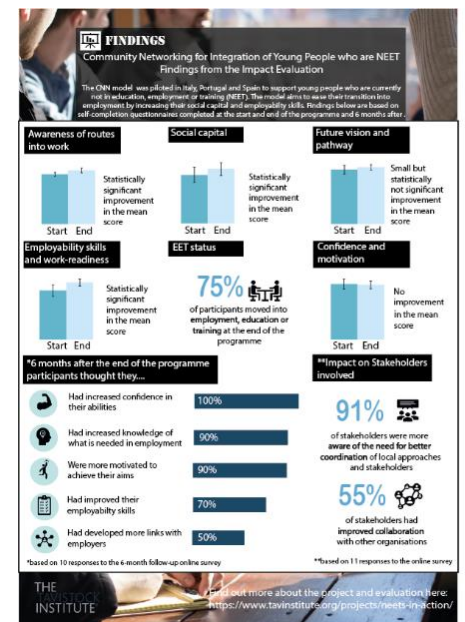
3. Impact evaluation

The impact evaluation was focused on collecting qualitative and quantitative data relating to the main outcomes of the piloting of the model on stakeholders and actors within the project, to assess the actual and potential impact which has been achieved and can be achieved on local, regional, national and European level.

The Impact evaluation report identified and clarified the main expected impacts of the model, for example relating to young people's 'social capital' 'employability skills' or other intended outcomes, to develop an impact measurement methodology to document any changes and to inform the future development of the model.

3.1. Summary of the results

Promoted by The Tavistock Institute the Impact evaluation report showed the following main results:



Following a preparation phase which included a territory diagnostic, selection of young people who are NEET as well as identification of possible members of local community and stakeholder networks, the main part of the piloting involved supporting NEETs and building the network. Across Spain, Italy, and Portugal more than 50 young people who were NEET engaged in the project and took part in individual coaching-based sessions, group sessions and job-experiences. At the same time, community networks were developed and maintained to create a shared ambition and understanding of ways to integrate NEETs as well as to give them a better opportunity to gain access to the world of work.

The theory-based impact evaluation was carried out to assess the impact of the model, drawing on survey and interview data. Overall, young people showed significant improvement in their employability skills, their awareness of and preparedness for employment or training options as well as their social capital. There was no significant improvement in young people's quality of life as well as their confidence. At the end of the programme, 40 of the 53 participants across the three countries were in employment, education, or training. At community level, stakeholders reported an increase in awareness of the need for better coordination of local approaches for the integration of NEETs. More than half of the stakeholders had expanded their network as well as increased collaboration with others.

The evaluation evidenced a successful application of the model in three different contexts with promising outcomes. Not all elements of the model were implemented due to practical constraints. Overall, this model makes a strong case for using such a community network approach to provide an improved pathway for re-integrating young people who are NEET.

4. Main tangible products

IO1 – STATE OF THE ART AND GOOD PRACTICES

The IO1 identified and synthesized relevant insights from EU and national literature and good practices in partner countries to identify and validate good practices of relevance to the project.

It synthesized guiding principles of interventions for community and civil society mobilisation 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 included recommendations for shaping policies on borough/district, municipal, regional, national and EU level.

GOOD PRACTICES OF SOCIAL INCLUSION



IO2 - MODEL OF INTERVENTION

Its focused on the development of a flexible model providing social inclusion solutions/measures relevant to such a complex and heterogeneous target group as "young people in a NEET situation", designed to be applied in different local contexts.

The methodology foreseen 3 levels of intervention: micro (young people who are NEET); meso (professionals/counsellors; and macro level (the overall local or national VET system/labour market).

The model was designed based on an analysis of the reasons for being NEET in the 3 intervention areas (PT, ES and IT), with a particular focus on the soft skills gaps and skills mismatches which can act as obstacles to motivation, access and integration into the VET system and into the labour market.

MODEL OF INTERVENTION TARGETED AT NEETS



IO3 – GUIDE

The efficiency of interventions targeted at young people in a NEET situation appears to be stronger when related to the functioning of cooperation networks of employers, community organisations, VET providers and authorities, acting on a local level.

Building on the results of other IOs, the guide summarized the project outputs, including the testing results, presented the reviewed model deriving from the testing and impact evaluation.

SOCIAL INCLUSION AND DEVELOPMENT



IO5 – TRAINING STANDARDS

The training standard were developed based on the reviewed model of intervention.

The training standard aimed at training for the use of this innovative integrated approach based on the potential benefit of local based networks for the inclusion of NEETs, potential multiplier actors that will take the approach forward to other contexts/territories, enhancing the project results sustainability.

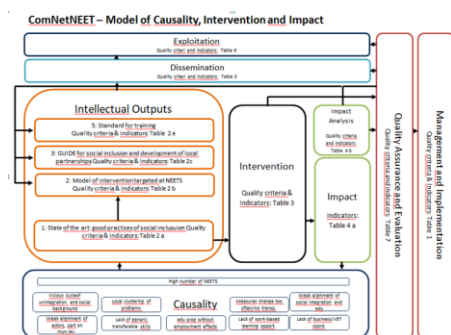
A COMMUNITYBASED INTERVENTION MODEL



5. And because Quality matters...

The project is based on a model of causality, intervention, and impact, which is the working hypothesis for the project's activities and serves as the main framework of the reflection on process quality achieved.

The general model is substantiated by an indicator framework, which is based on measurable indicators for each of the elements of Intellectual outputs, innovation of the intervention and impact, as well as other outputs. Information on the factors of causality has been part of the justification of the project proposal. Since a systematic research on these factors is outside of the focus of this developmental project, no specific indicators have been formulated for the causality factors.



Described along a SWOT grid, the material presented in the Final Evaluation Report done by ISOB demonstrated the strength, weaknesses, opportunities, and threats (risks) to follow:

5.1. SWOP analysis results

STRENGTHS (+)

- High quality of IO1, Good practices collected systematically analyzed,
- Relevant policy recommendations developed and validated by stakeholders,
- Report accepted by partners and stakeholders,
- High Quality of IO2 based on results of IO 1,

- Interactive elaboration of model of intervention,
- High level of adaptability of model, based on testing results,
- Various options discussed,
- Detailed instructions for intervention and staff training for intervention,
- IO3 guide for practitioners and decision makers presents very practical roadmap for implementation,
- High quality of staff training and training standard (IO5) material,
- Elaborate outcome description and impact measurement system,
- High level impact evaluation yielded rigid convincing report on impacts,
- Desired impacts achieved to a high degree,
- Relevant stakeholders on decision maker level involved,
- Successful final conference regards international outreach and participant feedback,
- Good prospects of sustainability.

WEAKNESSES (-)

- Limited scope of piloting in relation to the policy approach,
- Complexity of stakeholder and actor involvement and coordination requirements,
- Complexity of situation and research material available results in complex partner cooperation in developing reports and concepts results in delays in availability of results,
- Underfunding of complex impact evaluation approach.

OPPORTUNITIES (+)

- Results of all IO have relevance beyond the scope of piloting and can be used to inform and plan multiple further initiatives on individual intervention design, local, national and European policy making, as the piloting has not exhausted the conceptual framework and many aspects on meta (policy coordination) meso (stakeholder and actor coordination and planning on community level) and micro level (individual interventions vs NEETS) can and should be further elaborated and detailed.
- Compatibility with key stakeholder policy approaches.

THREATS and RISKS (-)

- Consistent stakeholder engagement and availability to implement recommendations and support piloting. The COVID crisis continues to attract a great share of public attention and resources. this requires an additional effort to reinforce the outreach to and commitment of stakeholders to achieve sustainability.

6. Final dissemination activities

The project was disseminated near the target groups through several dissemination activities. YP in a NEET situation and all the professionals/technicians/social workers and institutions during IO1 best practices collection, IO2 testing and improvement, IO3 validation, IO5 capacitation, during the MEs.

We involved: national and local and regional governmental entities with VET and employment responsibilities; decision-

makers and policy representatives; community-based organizations, youth centres, private and public entities working the social inclusion and employability at local/regional level, VET providers and institutions offering learning opportunities, referral, and contacts with the employment services/counsellors. We explored contacts with some local enterprises, social partners and organisations offering WBL; with professionals working with YP involved at the MEs.

Described at the Final dissemination report done by RF available at <https://neetsinaction.eu/outputs/>.

6.1. FG and Multiplier events

It is due to mention that the **multiplier events** organized in Portugal, Spain and Italy constituted the core of the dissemination activities, for which lists of participants were provided to the promoter by the organizing partners.

Focus Groups

Each partner organized at least 1 FG. A total of 30 attended the FGs.

Networks Meetings of Community Stakeholders

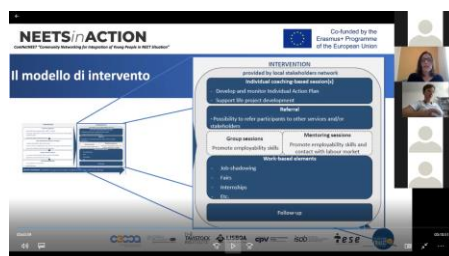
Each partner organized 3 NMs. A total **193** attended the networking meetings.



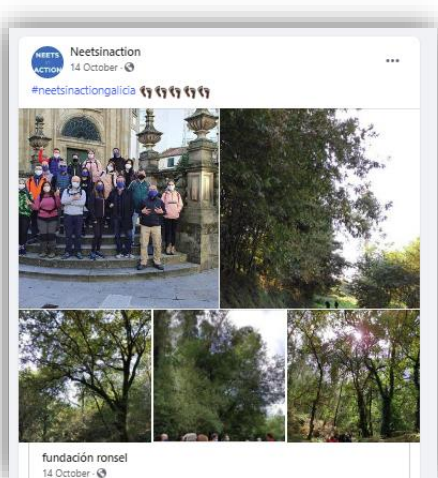
3rd networking meetings organized by RF in Spain, August 2020 (1st image) and by CPV in Italy, September 2020).

National Seminars

3 National seminars were organized, one in each country. **127** participants attended the NSs.



National seminar organized by CPV: June 2020.



National seminar organized in Spain by FR in October 2020.

European Conference

The conference was made via videoconference, since the restrictions due to de Covid-19 prevented the realization of a large face-to-face event. **72** participants attended the event.



6.2. Activities at national level

All partners were involved in the dissemination of the project, spreading its knowledge and the experiences and results acquired throughout its implementation amongst their social and professional network.

Those activities had a greater impact in Portugal, Spain and Italy due to the technical program those partners had to develop, including specific multiplier events. It is also due to mention the publication of articles in the media, covering the final conclusions of the project.

7. Project sustainability

The 4 products within the project will remain available in the project website during the lifecycle of the project and 2 years after.

As working for or with the project target groups is part of the regular activities of the project members, the use of the results as well as continuation of cooperation also after the project end is ensured, enhancing partners capacity to maintain results available and making good use of it.

All partners are focused on contributing to solve NEETs disengagement from society using local partnerships approach, so the results will be easily integrated and maintaining in their regular practices or policies. The networks of community stakeholders were though as a way also to ensure project results sustainability, as cooperation among members will continue, as well as the cooperation with the associated partners.

NEETS*in*ACTION

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The ComNetNEET team:

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