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development . improvement

Improve Professional Orientation – Fitting Jobs for All

Funded by the Leonardo da Vinci - Transfer of Innovation programme, the EU-project **ImPro-F** draws on the transnational expertise of five organisations active in the field of professional development and training.

- ttg team training GmbH · GERMANY
- Carinthian International Club · AUSTRIA
- Telšiai Adult School · LITHUANIA
- Europeace Youth · UNITED KINGDOM
- Dirección General de Inmigración de la Consejería de Asuntos Sociales de la Comunidad de Madrid (España) · SPAIN

Working together our aim is to **strengthen the knowledge, skills and competences of VET professionals** by supporting their further education and training in a modular course called ImPro-F.

[Click here to learn more about the project.](#)

[Click here to access project outputs.](#)

ImPro-F Newsflash

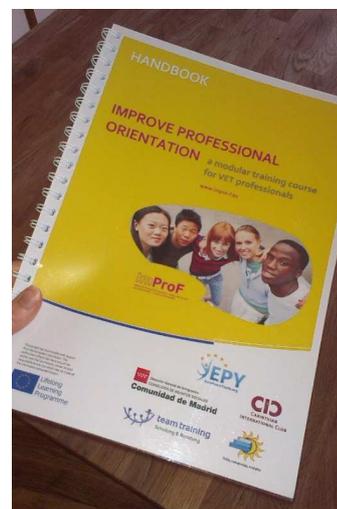
26 June 2014 Carinthian International Club (CIC) hosted the **ImPro-F Final Conference ¿inklusive Exklusion?** in Klagenfurt, Austria. More than 100 people took part in the all-day event which included Keynote Speakers and Workshops.

[Click here to learn more about the conference.](#)

ImPro-F Training Course Handbook

Published June 2014

[Click here for handbook.](#)



Funded



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ImPrO-F Steps Forward

September 2014 marks the official end of the two-year ImPrO-F project.

Importantly, the project partners are working hard to ensure sustainable results are brought to their communities. In particular, each partner is working toward **accreditation of the ImPrO-F Training Course** in their home country.

We encourage you to keep an eye on the project website for the latest developments. www.impro-f.eu

On a final note, we would like to acknowledge those who have supported us over the last two years. We very much appreciate your commitment to this project and we look forward to continued collaboration.

ImPrO-F Project Partners

ttg team training GmbH (ttg) is an informal provider of adult education and vocational education and training (VET). We are located in the south of Germany in Tübingen and we also have branch offices in different cities in the area. ttg offers vocational education and training, ICT, job services, intercultural courses and general continuing education as well as consulting and coaching. Moreover, we also run trainer programmes, team development programmes and programmes for pupils. In our ICT-Center and Business Center we have about 150 ICT workplaces for learners who want to improve their ICT competences.

Target groups and partnerships: participants include men and women, job seekers, immigrants, young and older people. Trainers, consultants and employees of other adult education providers participate in our activities and projects. We have been carrying out cooperative projects on a local, national and transnational level. In so doing, we have built a wide regional network by initiating and coordinating projects concerning, for example, marketing strategies and quality management (supported by the ESF).

ttg has memberships in local and regional initiatives and working committees with high dissemination potential and valorisation can be based on work with partners and their networks in 14 EU countries.

By joining in and guiding projects at the European level, ttg has developed a European-wide profile and improved its intercultural competence. It has taken the challenge of posing questions like, "What is Europe for us?" and "What does a European perspective include for our work, our organisation and the people working for us?" ttg has not only taken part in, but also coordinated several Grundtvig LLL projects over the last few years. These projects have dealt with topics such as marketing competences, strategic perspectives, business startups and cultural traditions.

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Carinthian International Club (CIC) is a non-profit organisation comprised of 32 member companies and more than 400 individual members.

Its goal is to support the successful social integration of qualified foreign employees working for companies and training institutions located throughout Carinthia.

It seeks to accomplish its goal by giving these men and women the feeling that they're not just working in Carinthia, but that they and their families are welcome there.

CIC therefore provides its members with...

- *information about life and work in Carinthia*
e.g., Welcome Package & 1-to-1 Consultations
- *networking opportunities*
e.g., Coffee Morning & Evening Networking Sessions
- *support services for families*
e.g., Playgroup & Summertime Childcare Program

Regarding the latter, CIC has played a pivotal role in the establishment of the first private, denominational international day school in Carinthia. The International School of Carinthia (ISC) which opened its doors to young learners from around the world in September 2013. Over the next eight years, it will expand its curriculum to cover grades 1 – 12.

Additionally, CIC has recently collaborated with area businesses and training institutions to develop an HRM tool called the Diversity Compass. This modular in-company training can be used by managers to promote cross-cultural understanding in the workplace and thereby enhance team and organizational performance.

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Telšiai Adult School (TSM) is an educational institution that provides qualitative formal and informal education for adults who want to be accepted in the changing labour market and to become more active in society.

A person often completes one of their basic needs – self expression – by joining the work sphere. This is why career guidance has become one of the most important parts of education. Its main purpose is to help choose a career path regardless of a student's age, sex, social status, etc.

Recently, a career guidance system was put into place in our school. The Career Guidance Coordinator at TSM provides information, counselling and guidance services. It helps persons of different ages choose their own pursuits in the areas of education, training and employment as well as undertake an active role in the development of their own professional career.

Our school lacks a unified career guidance system as much as most of Lithuania's other secondary schools and VET institutions. We also lack modern career guidance methods and means. TSM hopes to improve the competence of teachers, share good experience with other countries and fill the existing gaps in career guidance practice by participating in this project.

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Europeace Youth (EPY) is made up of a group of individuals who have come together to provide integrated services to young people, their families and communities, that are based on shared values and

preferred outcomes.

The ImPrO-F project provides us with the opportunity to collaborate within a broad European spectrum and, in so doing, develop and share our practice with like-minded organisations.

Our main focus is to provide education and social integration opportunities for all by working in a collaborative and democratic manner.

We work towards this aim by contributing to a systemic way of preparing young people for employment – empowering rather than exploiting them through our values, beliefs and systems.

This can be experienced through training that focuses on the following:

- Communication & Relationship Skills
- Theories & Practices (Non-Oppressive and Reflexive)
- Honesty, Integrity, Sincerity & Other Key Human Qualities
- Dependence / Interdependence / Independence
- Nurturing
- Safe to Trust & Be Vulnerable

The end results take the following form:

- Skills: Conflict Resolution, Relationship Management
- Knowledge: Management of Emotions, Understanding of Relevant Theories
- Competences: Awareness of One's Own Learning Style & That of Others, Awareness of the Legacy of Experiences

In this way – and by developing a training course as part of the ImPrO-F partnership which aims to help teachers and trainers support young people through education and into employment – do we hope to make a lasting difference.

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Dirección General de Inmigración de la Consejería de Asuntos Sociales de la Comunidad de Madrid (DGI) is responsible for the design, development, planning, management, implementation and evaluation of immigration policies which are part of the powers of the Community of Madrid. Its main purpose is to manage the development of plans and programmes derived from regional government policies.

The regional government has started to develop activities to ensure the reception, information, guidance, advice and training of immigrants so they can themselves access all services and aid recognized by law (with special attention to the most vulnerable). In so doing, full integration of immigrants as citizens living in the European Union can be achieved.

DGI is responsible for developing and coordinating the implementation of public policies on immigration for labour market integration, including promotion and employment training as well as awareness and training to the general public to combat inequality, racism and xenophobia.

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