Projects and Products Portal for Leonardo da Vinci

SALM – Skills and Labour Market to Raise Youth Employment

527690-LLP-1-2012-1-PT-LEONARDO-LMP

http://www.adam-europe.eu/adam/project/view.htm?prj=12021

Project Information

Title: SALM – Skills and Labour Market to Raise Youth Employment

Project Number: 527690-LLP-1-2012-1-PT-LEONARDO-LMP

Year: 2012

Project Type: Development of Innovation

Status: completed

Country: EU-Centralised Projects

Marketing Text: This project aims at reviewing measures to reduce youth unemployment and the mismatches of competencies in both sectors, senior tourism and social services, and to improve the young people competencies namely in the field of self employment and entrepreneurship.

Summary: Faced with rising levels of unemployment, it is becoming harder for young people to find work. The youth unemployment in Europe is strongly linked to lack of appropriate competences required by the labour market and it varies from country to country- Member States need to ensure that their education and training systems are fit to equip young people with relevant skills in an efficient way. So conceptually this project deals with unemployed young people as a target group.
Reducing youth unemployment is a task that implies a stronger commitment of businesses and the public sector to provide work and training opportunities to young people through the development and sharing of good practices in the area of entrepreneurship, including social entrepreneurship. The promotion of self employment including effective business support by young people through adequate training and coaching measures can contribute to opening up labour market to young job seekers .Background experiences and pilot tests are conducted to provide further insights in these innovative approaches, aiming at their mainstreaming in our countries and, possibly, at EU level.
The youth unemployment is a very relevant issue for the Europe 2020 strategy which contains several targets being one of them to achieve an employment rate of 75% at the EU level in 2020. This project, will concentrate in the issue of the youth unemployment, lack of young people competencies and the opportunities generate by the needs of the market in , senior tourism and social services in order to decrease the youth unemployment, increasing competencies.
General aim of the project: to contribute to the development of innovative approaches and specific instruments for the reduction of the youth unemployment rate equipping people with the right skills for employment which is considered crucial for one of the main target of the 2020 Strategy, for the participation in LLL and a better integration in society.

Description: This project aims at reviewing measures to reduce youth unemployment and the mismatches of competencies in both sectors, senior tourism and social services, and to improve the young people competencies namely in the field of self employment and entrepreneurship.
This project aims at reviewing measures to reduce youth unemployment and the mismatches of competencies in both sectors, senior tourism and social services, and to improve the young people competencies namely in the field of self employment and entrepreneurship.
Partners of this project will provide analysis of their challenges and policy framework and also their measures and programmes in reducing youth unemployment field . Partners will test in their countries/training entities as a pilot project, the tools and practices of an experience with good results.
In the project , information will be collected from partners in order to make a comparative analysis of the policies and practices in interaction to support the reduction of the youth unemployment rate. Each partner will provide different measures (good practices) adopted to fight the mismatches of competencies in both sectors, the key success factors and a battery of benchmarking indicators.
This project aims to develop a model incorporating the success factors of the training action in order to assure the adequate competencies of young people to the labour market in a perspective of anticipating the knowledge skills needs .
Through innovative tools and strategies for young people, employers and

Project Information

employment counsellors to promote integration into labour market and to strengthen the role of different stakeholders in order to find new approaches to solve the mismatches problems. This project aims to reduce the youth unemployment phenomenon and to achieve the target of 75% of employment rate one of the priority of the ET 2020, bringing together more closely the worlds of employment , education/training through exchanges of good practices via the open method of coordination.

Themes: *** Labor market
*** Lifelong learning
*** Open and distance learning
*** Vocational guidance
*** Continuous training
*** Initial training
** ICT
** Enterprise, SME
* Quality

Sectors: *** Activities of Households as Employers; Undifferentiated Goods- and Services-Producing Activities of Households for Own Use
*** Human Health and Social Work Activities
*** Education
** Accommodation and Food Service Activities

Product Types: procedure for the analysis and prognosis of the vocational training requirement
CD-ROM
material for open learning
website
evaluation methods
program or curricula
description of new occupation profiles

Product information: Focus Groups and Case studies results in social care and senior tourism in Italy, Romania, Malta, Portugal and UK; Pilot project results in Malta, Spain, Portugal and UK; book (finalisation) "Educational Jobs: Youth and Employability in the Social Economy. Investigations in Italy, Malta, Portugal, Romania, Spain, United Kingdom
(eds) Paolo Federighi, Vanna Boffo, Francesca Torlone"

Projecthomepage: http://www.salm-project.com/

Project Contractor

Name:	Universidade Católica Portuguesa
City:	Lisbon
Country/Region:	Lisboa
Country:	PT-Portugal
Organization Type:	university/Fachhochschule/academy
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Coordinator

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Partner

Partner 1

Name: Foundaciòn Ronsel
City: A Coruña
Country/Region: Galicia
Country: ES-Spain
Organization Type: association/non-governmental organisation
Homepage: http://www.fundacionronsel.org

Partner 2

Name: ISOB Institut fuer sozialwissenschaftliche Beratung GmbH
City: Regensburg DE23
Country/Region: Braunschweig
Country: DE-Germany
Organization Type: research institution
Homepage: http://www.isob-regensburg.net/joomla3/index.php/de/

Partner 3

Name: Centro de Formação Profissional para o Comercio e Afins
City: Lisboa
Country/Region: Lisboa
Country: PT-Portugal
Organization Type: continuing training institution
Homepage: http://www.cecoa.pt

Partner 4

Name: Glasgow Caledonian University
City: Glasgow
Country/Region: Eastern Scotland
Country: UK-United Kingdom
Organization Type: university/Fachhochschule/academy
Homepage: http://www.gcu.ac.uk

Partner

Partner 5

Name: SC Labour Market Strategies Consulting SRL
City: Bucuresti
Country/Region: Bucuresti
Country: RO-Romania
Organization Type: others
Homepage: http://www.lmsconsulting.ro

Partner 6

Name: Università degli Studi di Firenze
City: Florence
Country/Region: Toscana
Country: IT-Italy
Organization Type: university/Fachhochschule/academy
Homepage: http://www.scform.unifi.it

Partner 7

Name: Institute of Tourism Studies
City: St Julians
Country/Region: Malta
Country: MT-Malta
Organization Type: continuing training institution
Homepage: http://www.its.edu.mt

Partner 8

Name: SC Global Development Commercium SRL
City: Bucuresti
Country/Region: Bucuresti
Country: RO-Romania
Organization Type: others
Homepage: http://www.globalcommercium.com

Project Files

01 FINAL REPORT.pdf

http://www.adam-europe.eu/prj/12021/prj/01%20FINAL%20REPORT.pdf

Public Final Report

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WP3 Focus Group synthesis report

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WP3 Model building

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WP4 Malta good practices

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WP4 Ronsel synthesis report

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http://www.adam-europe.eu/prj/12021/prj/10%20WP4%20PORTUGAL%20GOOD%20PRACTICES.pdf

WP4 Portugal good practices

11 WP5 TOOLKITS MANUAL 2015.pdf

http://www.adam-europe.eu/prj/12021/prj/11%20WP5%20TOOLKITS%20MANUAL%202015.pdf

WP5 Toolkits manual 2015

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12 WP5 SCREENING COUNSELLORES 1.pdf

http://www.adam-europe.eu/prj/12021/prj/12%20WP5%20SCREENING%20COUNSELLORES%201.pdf

WP5 Screening counsellores (part 1)

13 WP5 SCREENING COUNSELLORES 2.pdf

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WP5 Sreening counsellores (part 2)

14 WP5 SCREENING EMPLOYERS 1.pdf

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WP5 Screening employers (part 1)

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http://www.adam-europe.eu/prj/12021/prj/15%20WP5%20SCREENING%20EMPLOYERS%202.pdf

WP5 Screening employers (part 2)

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WP5 Awareness young people

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WP5 Guidance stakeholders

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http://www.adam-europe.eu/prj/12021/prj/18%20WP6%20PILOT%20EVALUATION%20REPORT%20-%20CECOA.pdf

WP6 Pilot evaluation report from CECOA (Portugal)

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WP6 Toolkits evaluation

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WP9 Dissemination report by UNIFI (Italy)

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16 WP5 AWARENESS - YOUNG PEOPLE

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19 WP6 TOOLKITS EVALUATION

20 WP9 DISSEMINATION REPORT (final) - UNIFI

Product 'FINAL REPORT'

Title:	FINAL REPORT
Product Type:	others
Marketing Text:	The SALM project investigated: (1) the new occupations in the senior tourism and social services sectors; (2) bridging the information gap (youth lack information concerning the job potential in these sectors); (3) tests on youth skills gap; (4) evidence on entrepreneurs' needs and their recruitment/internship policies and other matching activities; (5) counselors' needs and their role in introducing youth to jobs prospects in these sectors; and (6) evidence from pilot projects in order to check and improve the tools proposed in the project.
Description:	Soft skills, like communication, team work, bearing responsibility, time management, are considered key features which youth lack (UK). Moreover, specific skills that are considered essential requisites to work in the social care sector are equally missing, i.e. competences to deal with psychologically frail individuals; they would also lack the emotional competences to tackle high risk situations. There is a mismatch issue in both youth's lack of information and competences needed for the social sector and senior tourism jobs. Skills mismatches in SALM labour markets have been growing, with different origins such as: • The composition of skills emerging from EU universities and training systems does not fully support a truly innovation-driven economy; • Imperfect information and structural rigidities impair workers and businesses who aren't provided with a balanced level of skills in the right areas, which damages competitiveness in particular of smaller enterprises; • The educational and professional choices of young men and women are continually influenced by traditional gender distortions (for instance, in choices regarding STEM streams) which constitute one root cause of skills shortages, for example in technical occupations.
Target group:	Youth 15-24 years old; employment counsellors; social economy entrepreneurs; education and training leaders and labour and social policy makers.
Result:	Pilot projects in Malta, Scotland, Portugal and Spain and the improved toolkits used were considered useful to trainers, youth and entrepreneurs.
Area of application:	Better information to youth on future career prospects in senior tourism and social services. Toolkits to identify skills need in these 2 sectors. Networking with social entreprises and potential youth entrepreneurship.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALMpublic_Final%20Report.pdf
Product Languages:	English

product files

SALM_D7_WP2_Anexo_PT (2).docx

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM_D7_WP2_Anexo_PT%20%282%29.docx

SALM_D7_Wp2_integrated_report.docx

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM_D7_Wp2_integrated_report.docx
In the SALM project, national teams in Malta, Romania, Portugal, Scotland and Tuscany (Italy) have mapped trends in youth (un)employment as well as policies and specific programmes that governments at various levels have deployed to foster youth employment. Such policy-mapping exercise is illustrated in country reports (WP2 reports) that can be found in the appendix of this text which serves as a general introduction to such reports.

product files

SALM_D7_WP2_PT.docx

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM_D7_WP2_PT.docx
The employment in the sectors of tourism and social services (total including public and private sectors) aged between 15 and 24 years was in 2012, 52.9 thousand (according EUROSTAT database).
According to administrative data based on the declaration of companies to the Ministry of Employment, in October 2011, around 6000 young people (15-24 years) worked in the hotel and catering sectors as well as in human health care and social support.
Still according to the same source the percentage of workers aged over 60 years was, in 2011, 5.8% in the social services sector, and 4.7% in the sector of hotels and services related with the tourism which may induce a need for replacement of manpower in the coming years, enabling the integration of young people.

SALM_public_report_llp_vf.docx

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM_public_report_llp_vf.docx
The SALM project investigated: (1) the new occupations in the senior tourism and social services sectors; (2) bridging the information gap (youth lack information concerning the job potential in these sectors); (3) tests on youth skills gap; (4) evidence on entrepreneurs' needs and their recruitment/internship policies and other matching activities; (5) counselors' needs and their role in introducing youth to jobs prospects in these sectors; and (6) evidence from pilot projects in order to check and improve the tools proposed in the project.

SALM_Report_WP2 ITS.docx

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM_Report_WP2%20ITS.docx

SALM TUSCANY REGIONAL REPORT (1).pdf

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM%20TUSCANY%20REGIONAL%20REPORT%20%281%29.pdf
Generally speaking in Tuscany from 2008 to 2012 the fall in employment was 1.1%, lower than the percentage at the national level (-2.2%), the one in Lombardia region (-1.6%), Piedmont region (- 2.1%) and it was in line with the percentage of the Veneto region (-1.1%). Between 2012 and 2011 in Tuscany the trend in employment is better compared to other Italian regions: -1.1% (Piedmont), +0.2% (Lombardy), +0.1%(Veneto).
Trend of the labour market is to reflect the evolution of the economic cycle in delay, and it provides na indication of things getting worse in the coming months. On the one hand there is a stagnation of the employed labour force, whilst on the other the unemployment rate is expected to rise in 2013 up to 9%, the highest level since 1990.

SALMWp2 report Scotland.pdf

http://www.adam-europe.eu/prj/12021/prd/1/1/SALMWp2%20report%20Scotland.pdf
Scotland shares with many European countries specific youth employment issues: young people are likely more exposed to unemployment than senior citizens; youth from ethnic minorities along with youth with disabilities and those with low educational qualifications are more likely to be unemployed than, respectively, white Scots, able young people, and youth with higher educational achievements; unemployment is not equally distributed across the country, rather it hits hardest on specific local areas which have experienced at least a two decades long history of deprivation and underdevelopment.
Scotland has elaborated a proper 'strategy'
which focuses on: modern apprenticeships to ease transition from school to wok; involvement of private and public actors, including the voluntary sector, in the
creation of training opportunities; making youth employment a cross-cutting priority in the overall Governmental activity; reforming the post-16 education system; continuing with the 'no tuition fees' for Scottish students in higher education.
Recent data on youth unemployment (May 2013) showing an improvement compared to last year (and even compared to the rest of the UK) seem to provide evidence at support of such a strategy. Criticism to the Scottish Government youth employment strategy points out, though, that the strategy's decision to focus on unemployment neglects the multiple problems arising from precarity and underemployment which characterize the current labour market for the youth in Scotland like in many other European countries.

SALM WP2 RONSEL FOUNDATION.pdf

http://www.adam-europe.eu/prj/12021/prd/1/1/SALM%20WP2%20RONSEL%20FOUNDATION.pdf
From an economic and social perspective, the most significant change in the structure of the Spanish population in recent decades has been its progressive ageing. So, in this sense, it is of great interest to try to approximate the factors that impact on its evolution in the future to try to respond to possible imbalances.
If we focus on the evolution of the population according to ages up to 14 years old, we can see through the following table with data, the increase in population in the majority of ages. A different conclusion is observed after the analysis of the evolution of population from 15 to 34 years old, showing the decrease of population in all sections of age. From 12.374.106 people under 35 to October 2009, to 11.146.267 people in October 2012.

Final report

01 FINAL REPORT.pdf

http://www.adam-europe.eu/prj/12021/prd/1/2/01%20FINAL%20REPORT.pdf
Final Public Report

Product 'PROGRESS REPORT'

Title: PROGRESS REPORT

Product Type: others

Marketing Text: This is a progress report of the SALM project. The SALM project investigates: (1) the new occupations in the senior tourism and social services sectors; (2) bridging the information gap (youth lack information concerning the job potential in these sectors); (3) tests on youth skills gap; (4) evidence on entrepreneurs' needs and their recruitment/internship policies and other matching activities; (5) counselors' needs and their role in introducing youth to jobs prospects in these sectors; and (6) evidence from pilot projects in order to check and improve the tools proposed in the project.

Description: Soft skills, like communication, team work, bearing responsibility, time management, are considered key features which youth lack (UK). Moreover, specific skills that are considered essential requisites to work in the social care sector are equally missing, i.e. competences to deal with psychologically frail individuals; they would also lack the emotional competences to tackle high risk situations.
There is a mismatch issue in both youth's lack of information and competences needed for the social sector and senior tourism jobs. Skills mismatches in SALM labour markets have been growing, with different origins such as:
• The composition of skills emerging from EU universities and training systems does not fully support a truly innovation-driven economy;
• Imperfect information and structural rigidities impair workers and businesses who aren't provided with a balanced level of skills in the right areas, which damages competitiveness in particular of smaller enterprises;
• The educational and professional choices of young men and women are continually influenced by traditional gender distortions (for instance, in choices regarding STEM streams) which constitute one root cause of skills shortages, for example in technical occupations.

Target group: Youth 15-24 years old; employment counsellors; social economy entrepreneurs; education and training leaders and labour and social policy makers.

Result: Preparation of Pilot projects in Malta, Scotland, Portugal and Spain, namely, the toolkits to be used with employment counsellors, trainers, youth and entrepreneurs.

Area of application: Better information to youth on future career prospects in senior tourism and social services - sectors with high potential of job growth due to ageing in Europe. Toolkits to identify skills need in these 2 sectors. Networking with social entreprises and potential youth entrepreneurship.

Homepage: http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_public_ProgressReport.pdf

Product Languages: English

product files

Progress Report

02 PUBLIC REPORT.pdf

http://www.adam-europe.eu/prj/12021/prd/2/2/02%20PUBLIC%20REPORT.pdf

Product 'WP2 OVERVIEW REPORT'

Title: WP2 OVERVIEW REPORT

Product Type: others

Marketing Text: Youth unemployment in Europe, included SALM countries, is not a new phenomenon or one that has been provoked by the post 2008 economic and financial crisis. Over the past fifteen years, in fact, in the European Union, member states have not been successful judging from their capacity to create jobs for young people: the EU average unemployment rate in fact has never gone below 15% in the period 2000-2013.

Description: On the supply side, the most salient challenges to youth employment are made by:
• young people demotivation and disengagement (due to lack of work opportunities) which keeps them away from actively seeking a job or even from re-engaging with studying;
• early school leaving;
• poor education/professional training;
• social class bias and similar socio-cultural features (ethnic minorities, migrants, women) or issues of physical and intellectual capability (disabled people).
On the demand side, the most salient challenges to youth employment are made by:
• economic circumstances limiting the capacities of the private and public sector to create jobs;
• lack of entrepreneurial skills and capabilities;
• young people's lack of work readiness (young people see often as overeducated but under-skilled, included soft skills);
• business preference for flexible and non-standard working contracts.

Target group: youth 15-24; employment counsellors; trainers; social services entrepreneurs.

Result: Description of policies and measures undertaken in each SALM country to reduce youth unemployment and foster better skills to improve employability and entrepreneurship.

Area of application: Labour market research in SALM countries.

Homepage: http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_WP2_GCU_Overview_Report_Jan_2014.pdf

Product Languages: English

product files

WP2 OVERVIEW REPORT

03 WP2 OVERVIEW REPORT.pdf

http://www.adam-europe.eu/prj/12021/prd/3/2/03%20WP2%20OVERVIEW%20REPORT.pdf

Product 'WP3 SYNTHESIS REPORT'

Title:	WP3 SYNTHESIS REPORT
Product Type:	description of new occupation profiles
Marketing Text:	FG discussed future youth competencies to meet social services and tourism services for the elderly, identifying discrepancies in national qualifications framework. Policies to raise youth employment emphasize the role of the third sector or the social economy in the creation of new jobs. This is a sector with low participation of young people mainly female; with predominance of low skilled workers; On skills needs, the most important are soft skills; mainly human relations and interpersonal skills(team work and coaching); In terms of future perspectives, the creation of additional jobs: higher technical qualifications physiotherapists, psychologists and socio-cultural animators.
Description:	The main objectives of WP3 are: to identify the main mismatches, and the respective main reasons; and to detect the future competences for the young people required by the labour market in the Senior Tourism and Social Services sectors.
Target group:	Youth 15-24; employment counsellors, trainers, social services entrepreneurs.
Result:	Soft Skills are considered as core skills for all the professionals working within both these Sectors - personal qualities/attributes (self-control, assertiveness, initiative, responsibility, etc), communication skills (referred as strategic) and Human Relations and Interpersonal Skills (Coaching, dealing with conflicts, Interaction and collaboration with peers, Cooperation and team working, sharing of information) are competences to be acquired and developed within all learning pathways (formal/non formal) leading to Social Services and Senior Tourism Qualifications. Furthermore, the creation of two new jobs/qualifications was suggested: • Operational therapists and • Health and Well-being Coaches. In the geriatric field level considering the increasing number of dementia situations within senior population, the need for specialized training is more and more critical. Within healthcare and social services units, all professionals, at all levels, must be trained and prepared to deal with these particular situations and deal with the specificities of dementia people care needs.
Area of application:	Public and private employment services to provide guidance and info to youth on the 2 sector potential; employment counsellors; youth in search of training and future career or business opportunities.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_Sinteses%20Report-2%20WP3+_ITS.pdf
Product Languages:	English

product files

WP3 SYNTHESIS REPORT

04 WP3SYNTHESIS REPORT.pdf

http://www.adam-europe.eu/prj/12021/prd/4/2/04%20WP3SYNTHESIS%20REPORT.pdf

Product 'WP3 FOCUS GROUP SYNTHESIS REPORT'

Title:	WP3 FOCUS GROUP SYNTHESIS REPORT
Product Type:	description of new occupation profiles
Marketing Text:	The aim of the focus group was to determine future youth competencies to meet the needs of the labor market in social services and tourism services for the elderly, while identifying existing discrepancies in national qualifications framework. Other objective was to better understand the impact of the activities of both sectors undertaken in the field of youth employment.
Description:	Soft Skills are considered as core skills for all the professionals working within both these Sectors - personal qualities/attributes (self-control, assertiveness, initiative, responsibility, etc), communication skills (referred as strategic) and Human Relations and Interpersonal Skills (Coaching, dealing with conflicts, Interaction and collaboration with peers, Cooperation and team working, sharing of information) are competences to be acquired and developed within all learning pathways (formal/non formal) leading to Social Services and Senior Tourism Qualifications.
Target group:	Youth 15-24; employment counsellors; national jobs catalogue; social services entrepreneurs.
Result:	The creation of two new jobs/qualifications was suggested: • Operational therapists and • Health and Well-being Coaches. In the geriatric field level considering the increasing number of dementia situations within senior population, the need for specialized training is more and more critical. Within healthcare and social services units, all professionals, at all levels, must be trained and prepared to deal with these particular situations and deal with the specificities of dementia people care needs.
Area of application:	Public employment services - improve jobs description for social/health services for the elderly.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D9_FG%20syntesis%20Report.pdf
Product Languages:	English

product files

WP3 FOCUS GROUP SYNTHESIS REPORT

05 WP3 FOCUS GROUP SYNTESIS REPORT.pdf

http://www.adam-europe.eu/prj/12021/prd/5/2/05%20WP3%20FOCUS%20GROUP%20SYNTESIS%20REPORT.pdf

Product 'WP3 MODEL BUILDING'

Title:	WP3 MODEL BUILDING
Product Type:	others
Marketing Text:	To develop a model incorporating the success factors of the training action in order to assure the adequate competences of young people to the labour market, in particular to the future needs of social services and senior tourism.
Description:	The model integrates the following phases: Screening Phase, Awareness Phase, Matching Phase and Evaluation Phase, targeted to young people, employers and educators and employment and training counselors.
Target group:	Youth 15-24; employment counsellors; social services entrepreneurs.
Result:	Youth must be trained more deeply are mainly those of soft skills/ transversal skills, resulted from a focus group, such as: personal qualities (discipline and persistence, responsibility, initiative, assertiveness, positive vision and self-control), communication skills (languages, listen to others, communicate own ideas) and human relations (sharing information, team work, building relationships, be able to listen). Participants listed the following skills: - Communication - Emotional intelligence - Team work - Balance between personal and professional - Resilience - Job search technics - Conflict management
Area of application:	Public employment services; employment counsellors; youth training and awareness
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D10_Model%20building_final%20version%20may%202015.pdf
Product Languages:	English

product files

WP3 MODEL BUILDING

06 WP3 MODEL BUILDING.pdf

http://www.adam-europe.eu/prj/12021/prd/6/2/06%20WP3%20MODEL%20BUILDING.pdf

Product 'WP4 MALTA GOOD PRACTICES'

Title: WP4 MALTA GOOD PRACTICES

Product Type: others

Marketing Text: Successful examples used in Malta to generate employment, especially for youths between 16-24 years old. By far they are not the only exemples; these ‘practices’ have been reproduced and researched in detail to give a clear picture of how the ‘schemes’ operate.

Description: The good practices were discussed in detail in the Focus Group conduct by ITS (SALM Focus Group – November 2013) where a number of stakeholders coming from different social fields: educators, tourism, the National employment agency (ETC), the Ministry for Tourism, the Malta Tourism Authority (MTA), public policy makers, psychologist working with youths and college councillor

Target group: Youth 16-24; employment counsellors; public employment services

Result: A social tourism initiative targeting Maltese citizens is considered to be feasible by all stakeholders. Looking at the different target groups, it can be seen that there are indeed persons who do not have the required financial capability to go on holiday. The disability pension stands well below the minimum wage in Malta, making disabled persons some of the poorest in Malta (especially if they live on their own).
Most families with three or more children and senior citizens aged 65 and over cannot pay for an annual holiday of one week abroad. However, all the four target groups would be interested in participating in holiday activities, if they had the possibility.

Area of application: Services; tourism; social policy.

Homepage: http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D12_WP4_Malta%20Good%20Practices%202014.pdf

Product Languages: English

product files

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http://www.adam-europe.eu/prj/12021/prd/7/1/07%20WP4%20MALTA%20GOOD%20PRACTICES.pdf
WP4 Malta Good Practices

WP4 MALTA GOOD PRACTICES

07 WP4 MALTA GOOD PRACTICES.pdf

http://www.adam-europe.eu/prj/12021/prd/7/2/07%20WP4%20MALTA%20GOOD%20PRACTICES.pdf

Product 'WP4 RONSEL SYNTHESIS REPORT'

Title:	WP4 RONSEL SYNTHESIS REPORT
Product Type:	others
Marketing Text:	Good practices identified by RONSEL Fundacion are relevant to the youth employment and entrepreneruship issues.
Description:	Daily life of the family and home are currently high levels of self-provisioning activities such as the dependent care (the elderly), cleaning and care of the home and clothes shopping daily, home repair, relocation of the children to school, their vigilance and attention during lunchtime or during working hours if they are very small. These activities "naturally" the developed any member of the feminine sex-usually extended family, are being transferred to "providers" by external changes in the role of women in family and work and the modification of the traditional family. Currently, there is a high unmet demand for jobs related to the daily lives of families and an outstanding level of dissatisfaction with how they are resolved in the present. Other services of everyday life That will bring up new occupations are helping youth with difficulties In their education or risk of social exclusion and all mediation services and advice in the resolution of family, school, work Conflicts, justice or administration.
Target group:	Youth 15-24; employment counsellors; social services providers
Result:	Jobs and skills needed in social services; entrepreneurship to raise youth integration.
Area of application:	Public employment services; job counsellors; education; new skills.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D12_WP4_RONSEL%20Sinteses%20Report%20-traducido%20Final%20_8_.pdf
Product Languages:	English

product files

WP4 RONSEL SYNTHESIS REPORT

08 WP4 RONSEL SYNTHESIS REPORT.pdf

http://www.adam-europe.eu/prj/12021/prd/8/2/08%20WP4%20RONSEL%20SYNTHESIS%20REPORT.pdf

Product 'WP4 ITALIA GOOD PRACTICES'

Title:	WP4 ITALIA GOOD PRACTICES
Product Type:	others
Marketing Text:	Good practices in social services at Tuscania. The cooperative Di Vittorio is organising itself as the very best in a market that has changed and is changing, even with the arrival of large cooperatives in Tuscany; it is able to open new services which in the past had been more cautious about.
Description:	In the last 3-4 years the Cooperativa Di Vittorio has been quite stable and is going towards a growth trend. The growth perspective also involves its personnel. The number of employees is between 1,000 and 1,300 units.
Target group:	Youth 15-24; employment counsellors; social services providers.
Result:	New professional profiles and new leadership needed (coordination, management, high responsibilities roles). NEW GENDER OPPORTUNITIES: 82% are women workers(November 2013) Increase of youth employment at Isced 3-4 and 5-6: 39 (Isced 3-4)and 45 Isced 5-6 (absolute values - update November 2013)
Area of application:	Public service employment; education and training; job counselling
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D12_WP4_IT_COOPE_DI_VITTORIO.pdf
Product Languages:	English

product files

WP4 ITALIA GOOD PRACTICES

09 WP4 ITALIA GOOD PRACTISES.pdf

http://www.adam-europe.eu/prj/12021/prd/9/2/09%20WP4%20ITALIA%20GOOD%20PRACTISES.pdf

Product 'WP4 PORTUGAL GOOD PRACTICES'

Title: WP4 PORTUGAL GOOD PRACTICES

Product Type: others

Marketing Text: Two entities were selected for Good practices in Portugal; one from Tourism Senior sector and other from Social Services respectively INATEL Foundation (national) and Santa Casa da Misericordia da Amadora (SCMA)- north of Lisbon.

Description: The best practices were selected based on case studies with the following indicators:
• Job creation (Total and less than 25 Years old)
• Qualification structure (improvement)
• Training of new competences
• Gender opportunities
• Key performance indicators (Sustainability indicators) :
i) sources of income
ii) ii) balance budget

Target group: Social services and senior tourism providers; youth 15-24; job counsellors.

Result: In INATEL, the requirements in training, certification and level of qualification are identified for all upcoming Senior Tourism packages and have to be met by the aspirants to monitor in each Program, such as animation activities, first aid, conflict management and sales.
- Training in behavioural and computer skills;
Significant growth of female employment: 15.6%
IN SCMA, training of new competences
ICT competences; Geriatrics, physiotherapists, psychologists and socio-cultural animators.
High level of woman employment (more than 80%).

Area of application: Public employment services; youth training; future skills needs.

Homepage: http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D12_WP4_Good_Practices_PT29.pdf

Product Languages: English

product files

WP4 PORTUGAL GOOD PRACTICES

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http://www.adam-europe.eu/prj/12021/prd/10/2/10%20WP4%20PORTUGAL%20GOOD%20PRACTICES.pdf

Product 'WP5 TOOLKITS MANUAL 2015'

Title:	WP5 TOOLKITS MANUAL 2015
Product Type:	material for open learning
Marketing Text:	To built tool kits (for young people, employers and job counselors) to improve the youth competences and employability as well as self employment and entrepreneurship. And to strengthen the role of different stakeholders in order to find new approaches to solve the skills mismatch problems.
Description:	Vocational Educational Training (VET) can be better targeted and more effective if there is a clear understanding of labour market needs and trends. SALM project identified the effectiveness (through focus groups and case studies) of different measures (good practices) adopted in different countries to fight the mismatches in competences in both sectors, the key success factors and a battery of benchmarking indicators.
Target group:	Youth 15-24; job counsellors; training entities; social services and senior tourism providers
Result:	• The toolkit consists of a guide and tools to support professionals working in young people guidance, with employers, educators, employment and training counsellors, in particular offering tools to guide towards employability of young people in the social services and senior tourism sector.
Area of application:	For youth and entrepreneurs, a diagnostic tool is proposed for the new and basic skills required/needed; for the educators, employment and training counsellors, several tools are available to conduct their counsellor approach with youth people and employers and other entrepreneurs.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_WP5_Toolkits%20manual%202015%20after%20pilot%20phase%20final%20version.pdf
Product Languages:	English

product files

WP5 TOOLKITS MANUAL 2015

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http://www.adam-europe.eu/prj/12021/prd/11/2/11%20WP5%20TOOLKITS%20MANUAL%202015.pdf

Product 'WP5 SCREENING COUNSELLORS 1'

Title:	WP5 SCREENING COUNSELLORS 1
Product Type:	material for open learning
Marketing Text:	During the screening phase, educators, employment and training counsellors use a tool based on the concept of self-employment and entrepreneurship in social services and senior tourism sectors.
Description:	QUestionnaire used with youth on screeening their skills compared to what entrepreneurs requirel
Target group:	Youth 15-24; job counsellors; training and education entities.
Result:	Questionnaire and evaluation material with youth
Area of application:	Training and education entities; youth job guidance; training job counsellors.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D16_Annex%201_SCREENING_COUNSELLORS_pt%20presencial%20sem%20contatos.pdf
Product Languages:	Portuguese

product files

WP5 SCREENING COUNSELLORS 1

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http://www.adam-europe.eu/prj/12021/prd/12/2/12%20WP5%20SCREENING%20COUNSELLORES%201.pdf

Product 'WP5 SCREENING COUNSELLORS 2'

Title:	WP5 SCREENING COUNSELLORS 2
Product Type:	material for open learning
Marketing Text:	Tools for job counsellors to raise awareness (1) on how employment and training counsellors can support young people searching for a job in social services and tourism sector and (2) on the adequate training offer and University curriculums to solve the mismatching between offer and demand.
Description:	Aiming to analyse and to reflect about how Educators, Employment and Training Counsellors can support young people searching for a job in the social services and senior tourism sectors.
Target group:	Educators, Employment and Training Counsellors
Result:	Materials to help job counsellors in awareness action with youth on potential future jobs in social services and in senior tourism.
Area of application:	Job counselling; job training; training of job counsellors; awareness actions.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D16_Annex%201_SCREENING_COUNSELLORS_pt%20presencial.pdf
Product Languages:	Portuguese

product files

WP5 SCREENING COUNSELLORS 2

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http://www.adam-europe.eu/prj/12021/prd/13/2/13%20WP5%20SCREENING%20COUNSELLORES%202.pdf

Product 'WP5 SCREENING EMPLOYERS 1'

Title:	WP5 SCREENING EMPLOYERS 1
Product Type:	material for open learning
Marketing Text:	Potential employers in social services and senior tourism need also awareness on recruiting youth; namely on how to attract students /youth to these sectors as well as on how to optimize businesses to become more attractive to youth.
Description:	Tools used by job counsellors with entrepreneurs on attracting youth to their business.
Target group:	employers in social services and senior tourism; job counsellors; education and training entities.
Result:	Toolkits on entrepreneurs awareness to attract youth, career offers as well as training.
Area of application:	Public employment services; job counsellors training; social services and senior tourism entrepreneurs.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D15_Annex%201_SCREENING_EMPLOYERS_Pt%20presencial%20sem%20contatos.pdf
Product Languages:	English

product files

WP5 SCREENING EMPLOYERS 1

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http://www.adam-europe.eu/prj/12021/prd/14/2/14%20WP5%20SCREENING%20EMPLOYERS%201.pdf

Product 'WP5 SCREENING EMPLOYERS 2'

Title:	WP5 SCREENING EMPLOYERS 2
Product Type:	material for open learning
Marketing Text:	Through the promotion of events in companies with students, integrating and retaining youth for voluntary or/and paid work in social services and senior toursim, such as: "shadowing and volunteer programs", visits to companies and organize internships.
Description:	The matching of youth and jobs is a very important part of the SALM project. This tool was developed to improve good matches.
Target group:	Youth; job counsellors; education and training entities; social and senior tourism entrepreneurs.
Result:	Tools to support employers in their strategies to attract, integrate and maintain young staff. To prepare a "Young people practice day" in the company and the use of "AoBp guidance" to ensure sustainable results from the internships and utilize educational potential found for the good of the company.
Area of application:	Public employment services; job counsellors training.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D15_Annex%201_SCREENING_EMPLOYERS_Pt%20presencial.pdf
Product Languages:	English

product files

WP5 SCREENING EMPLOYERS 2

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http://www.adam-europe.eu/prj/12021/prd/15/2/15%20WP5%20SCREENING%20EMPLOYERS%202.pdf

Product 'WP5 AWARENESS - YOUNG PEOPLE'

Title:	WP5 AWARENESS - YOUNG PEOPLE
Product Type:	material for open learning
Marketing Text:	There myths about seniors' role in our society. Seniors live their lives still very isolated; in the best practices with youth and community involvement, there are closer relations between youth and grandparents and seniors, so, isolation gets lower and the need and investment in health programs also.
Description:	Toolkits for job counsellors to provide concrete awareness action to youth on potential future jobs as well as self employment or business opportunities in social services and senior tourism.
Target group:	Young people/students/trainees with adequate soft skills and willingness to work with seniors in the social services and in the senior tourism sectors.
Result:	Questionnaire and tools to job counsellors;
Area of application:	Job counselling; public employment services; training of job counsellors.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D14_Annex_2_SALM_AWARENESS___YOUNG_PEOPLE_pt_T1.pdf
Product Languages:	English

product files

WP5 AWARENESS - YOUNG PEOPLE

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http://www.adam-europe.eu/prj/12021/prd/16/2/16%20WP5%20AWARENESS%20YOUNG%20PEOPLE.pdf

Product 'WP5 GUIDANCE - STAKEHOLDERS'

Title:	WP5 GUIDANCE - STAKEHOLDERS
Product Type:	material for open learning
Marketing Text:	External evaluation of SALM toolkits; continuous stakeholder partitipation is critical to improve the tools to enhance youth employability and awareness.
Description:	Questionnaire to Advisory Board or external experts on youth employment and skills.
Target group:	Advisory Board or external experts; job counsellors; national catalogues experts
Result:	COmments and suggestions to improve SALM toolkits.
Area of application:	Advisory Board or external experts
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D16_Annex_4_GUIDANCE_STAKEHOLDERS.pdf
Product Languages:	English

product files

WP5 GUIDANCE - STAKEHOLDERS

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http://www.adam-europe.eu/prj/12021/prd/17/2/17%20WP5%20GUIDANCE%20STAKEHOLDERS.pdf

Product 'WP6 PILOT EVALUATION REPORT - CECOA'

Title:	WP6 PILOT EVALUATION REPORT - CECOA
Product Type:	others
Marketing Text:	The SALM Project aims at contributing to the development of innovative approaches and specific instruments for the reduction of the youth unemployment rate equipping people with the right employability skills which are considered crucial for the 2020 Strategy employment targets, for a better social inclusion, and for the effective participation in Lifelong Learning.
Description:	The pilot project was built from several good practices identified and presented by the consortium. The most useful result of using the concept “pilot project” is to show the importance of non-research based innovation, a feedback from employers, educators and employment and training counsellors and students/trainees/young people.
Target group:	• Youth, students and unemployed, youth associations; • Employers and entrepreneurs, local authorities and social partners; • Employment and training counsellors from guidance services offered by VET providers/employment services/universities.
Result:	Pilot project in Malta, Scotland, Spain and Portugal- with outcome indicators in order to compare the results in terms of the impact in the skills mismatches and in the youth unemployment rates
Area of application:	Public employment services, education and training entities, job counsellors.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D18_WP6_31.03.2015%20pilot%20evaluation%20report%20cecoa.pdf
Product Languages:	English

product files

WP6 PILOT EVALUATION REPORT - CECOA

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http://www.adam-europe.eu/prj/12021/prd/18/2/18%20WP6%20PILOT%20EVALUATION%20REPORT%20-%20CECOA.pdf

Product 'WP6 TOOLKITS EVALUATION'

Title:	WP6 TOOLKITS EVALUATION
Product Type:	material for open learning
Marketing Text:	Evaluation of SALM Toolkits is detailed with each steps of the process described.
Description:	Toolkits evaluation takes into consideration added value perception (during the methodology application), advisory board evaluation (external evaluation) and impact of results (SWOT analysis with beneficiaries).
Target group:	• Young people, students and unemployed, youth associations; • Employers and entrepreneurs, local authorities and social partners; • Employment and training counsellors coming from guidance services offered by VET providers/employment services/universities.
Result:	SALM Toolkits adequacy to the real conditions is provided; recommendations for changes and adjustments are importante for further development.
Area of application:	Education and training entities dealing with youth employment issues.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_D17__WP6_Evaluation_toolkits_.pdf
Product Languages:	English

product files

WP6 TOOLKITS EVALUATION

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http://www.adam-europe.eu/prj/12021/prd/19/2/19%20WP6%20TOOLKITS%20EVALUATION.pdf

Product 'WP9 DISSEMINATION REPORT (final) - UNIFI'

Title:	WP9 DISSEMINATION REPORT (final) - UNIFI
Product Type:	others
Marketing Text:	To disseminate, at national level in each partner country, at institutional and operational level, the project results among the main stakeholders (private and public) namely social partners and organizations; and at transnational level through meetings and an adequate website; at European level through the European institutions and networks namely CEDEFOP, REFERNET, EURYDICE.
Description:	The aim is to provide the achievements of SALM consortium in dissemination efforts, closely connected to exploitation and sustainability of the project outputs.
Target group:	Employment counsellors; education and training entities; social services and senior tourism entrepreneurs.
Result:	Report on major dissemination activities of the SALM project; their impact and number of participants in those activities.
Area of application:	Good practices on youth employment initiatives; dissemination on core skills need in social services and senior tourism.
Homepage:	http://www.fch.lisboa.ucp.pt/resources/Documentos/CEPCEP/SALM_WP9_DISSEMINATION%20REPORT%20UNIFI%20MAY2015%20final.pdf
Product Languages:	English

product files

WP9 DISSEMINATION REPORT

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http://www.adam-europe.eu/prj/12021/prd/21/2/20%20WP9%20DISSEMINATION%20REPORT%20UNIFI.pdf