



## ICONET

# Good Practice Model Greece



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# Good Practice Model

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## USING THE TOOL WITH UNEMPLOYED

### Summary

OBES transferred the ICOVET methodology to unemployed people in the region of Nea Ionia, a suburb of Athens. Nea Ionia was established in 1923 and was first inhabited by refugees of Minor Asia. The first inhabitants made the city an industrial area with a lot of industries in the clothing and carpet sector. The development of the industry attracted also people from the Greek provinces and soon Nea Ionia became an industrial and commercial centre. The population now is estimated at 100000 people including a large number of immigrants mainly from Albania and Pakistan. The deindustrialization, the reallocation of large industries outside borders, the major reduction in traditional industries such as the textile and clothing, affected mainly the low qualified workers over 45, who are very difficult to find a new job and adapt to changes. Nea Ionia is a municipality suffering from unemployment, especially in the age groups of young people and of people over 45, who are characterised as long term unemployed.

### Situation

What was the setting in which this project occurred? A tagline for your project or work.  
Describe the user group and the work context

The main reason for the use of ICOVET tool is the development of the ability of workers and the unemployed people to express all their skills that are required in the process of job searching. The tool is focused on skills and abilities that are used and developed by individuals in proceedings beyond their formal education: Might be skills and qualifications that have developed in their social life, while dealing with voluntary groups and work, through their interests in leisure time, etc. The greatest issue that the use of this tool is trying to deal with is the lack of ability on the part of workers to express all of their skills in a standard - official way during an interview process. So a series of competencies, that the workers have, cannot be easily visible which affects both the employees (difficulty in finding jobs) and the employers (non-recovery of 100% of the talents and capabilities of their employees).

The tool is even more helpful used now days that unemployment has an impact not only on young people but also on the older ones (over 45 years old).



### **Task/Problem**

Describe what you are trying to achieve, e.g. a problem you have encountered in your work and you wanted to solve!

The start of the implementation of the tool was preceded by several meetings in 2008 with the president of the trade union of unemployed of Nea Ionia, Mrs Evrenzoglou, who also participated in all transnational meetings of the project. Aim of these meetings was on one hand to make clear the objectives of the project and on the other to ensure that the tool would meet the needs of the target group.

We then adapted the ICOVET tool and the guide to suit the target group of unemployed, many of them not very young any more.

One of the main subjects of the discussion was how to attract the testing group. It was decided that following the interview with the use of the ICONET tool we had to issue a EUROPASS signed by both OBES and IDEC, which the unemployed could use in their interviews with potential employers.



### **Actions/solutions**

How did you address the issue? What was done to solve the problem?

In 18.3.09 OBES sent to a selected number of persons (28) an invitation for the 9.4.09 to participate in a meeting explaining the scope of the ICONET project and the methodology that would be followed. Out of the 28 persons the 21 participated in the meeting.

The following materials were distributed:

- A folder labeled with the name of the participant. This contained a description of the project and an introduction to the EUROPASS,
- an information sheet on skills was provided as well,
- blank sheets.

During this meeting participants split into three groups in a random way. In each of the three groups was given one of the three following subjects:

- Football player
- Nursing an old people
- Facing a divorce

For each of these subjects there was a discussion in the respective work group in order to find out what skills, competences a person that had such an item in his/her CV had acquired. At the end there was a presentation of the findings in the plenary session.

After that participants decided if they volunteered to be interviewed or no. There were 14 volunteers. Following that, there were appointments fixed between them and the interviewers for the actual interviews.



## Results

What were the outcomes of the actions you took? What happened? What contribute to the outcomes?

Out of the testing results we see that there are differences between the different segments of the target group, namely:

- Adults or older testers show a much richer set of skills and competences than the younger ones.
- Both groups seem to have no previous clue at all that activities could ever been thought as a source of skills and competences.
- Older interviewees (mainly men) seem to be more demoralised. They also seem (both women and men) to estimate more the usefulness of the ICONET tool for their finding a job.

## Reflections

Lessons you've learnt and conclusions drawn. What was successful, what could be improved?

We firmly believe that the procedure of close collaboration between the target group and the Greek partners (OBES and IDEC) played a critical role in order to be sure that the tool is well adapted. This procedure had also as effect the clarification of some facets of the methodology, for example how to make the interviewee comfortable and willing to share his/her experiences.

The EUROPASS to be issued by OBES and IDEC, although not official, is intended to act as incentive for attracting interviewees, because most of the persons in the target group do not have formal qualifications and, furthermore, after being unemployed for a long time they feel disappointed. In these circumstances having a certificate that "recognises their value" is expected to contribute positively to the improvement of their psychology.



### Expenses, Resources

- Staff: 1-2 persons
- Equipment: Nothing more than equipment needed for a regular job interview (papers for all, probably a voice recorder, stationery etc.)
- Concrete result: Written material with the interview results and explanation of the activities, skills and competences
- The trainers do the documentation work.
- Different designs of the documentation are conceivable: Portfolio paper, e-portfolio, presentation file.

### Support

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