Projects and Products Portal for Leonardo da Vinci

Youth Employment Support

LLP-LdV/TOI/2007/AT/0003

http://www.adam-europe.eu/adam/project/view.htm?prj=2954

Projektinformationen

Titel: Youth Employment Support

Projektnummer: LLP-LdV/TOI/2007/AT/0003

Jahr: 2007

Projekttyp: Innovationstransfer

Status: abgeschlossen

Land: AT-Österreich

Marketing Text: Junge Menschen einzustellen, bringt Unternehmen viele Vorzüge:
neue Ideen, hohe Motivation, Flexibilität und Belastbarkeit und einen dem Ausbildungsniveau entsprechenden applikativen Wissensstand.

Andererseits stellt die Einführung junger Menschen, speziell für kleine und mittlere Unternehmen (KMU), eine große Herausforderung dar. Viele junge Bewerber haben die Schule abgebrochen, keine abgeschlossene Berufsausbildung und sind oft mit sozioökonomischen Benachteiligungen konfrontiert.

YES reagiert auf das in Europa und speziell in
den Partnerländern bestehende Bedürfnis nach Stärkung der Interaktionsfähigkeiten von Managern mit Jugendlichen, welche zukünftig einen bedeutenden Anteil der Facharbeitskräfte ausmachen werden, zu reagieren.

Zusammenfassung: In many European countries integration into the labour market of early school leavers, young people who have failed to complete vocational education and training and other groups of youth with socio-economic and/or personal disadvantages is rather difficult. Most businesses, especially SME, are very reluctant to employ and/or train such young people or give them a second chance for vocational training, as those responsible for human resources are worried that these youngsters are too “difficult” to deal with and require too much attention and time of their supervisors. Especially in rural regions part of the barrier to cope with this challenge is based on intergenerational misunderstandings. Experiences from previous partner work with young people in large scale job insertion programmes as well as other initiatives indicate that SME are more inclined to employ and/or train “difficult” young people if they receive comprehensive and intensive coaching and training support. There are already many initiatives which target young people, but there is a clear lack of support and training offered to the other side, the potential employers.

The main aim of YES was to respond to the clear need in Europe in general and the project partner countries in particular to strengthen staff managers’ interaction skills with “difficult” youth, who will make up a considerable proportion of the future skilled work force.

Beschreibung: YES has adapted, combined, and further elaborated the Leonardo da Vinci project products EurojobMediator and ADEC- Adult Educator in Company to a comprehensive youth employment support system for SME and has implemented it in different industrial sectors in seven of the eight partner countries. Thereby SME were to be convinced to employ and/or train young persons.

Themen:
*** Nutzung und Verbreitung von Ergebnissen
*** Lebenslanges Lernen
*** Unternehmen, KMU
*** Weiterbildung
* Arbeitsmarkt
* Sozialer Dialog
* Zugang für Benachteiligte

Sektoren:

Produkt Typen: Lehrmaterial
Programme/Curricula
Homepage
Verbreitungsmethoden
CD-ROM

Projektinformationen

	Module
Produktinformation:	The main outputs of YES are: 1. Five specific blended learning modules covering the topics: law and regulations, behavioural aspects of young people, pedagogical skills, spefific soft skills. 2. Coaching offer. Therefore common coaching guidelines were developed. 3. Virtual support platform (http://yesproject.cesga.es/) that mainly provides the e-learning environment and a forum tool for peer interaction. 4. Dissemination products: YES website for project information: www.youth-employment-support.eu; project flyers, posters, newsletters. 4. YES product brochure with sample CD.
Projektwebseite:	www.youth-employment-support.eu

Vertragnehmer

Name:	die Berater
Stadt:	Vienna
Land/Region:	Wien
Land:	AT-Österreich
Organisationstyp:	Weiterbildungseinrichtung
Homepage:	http://www.dieberater.com

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Koordinator

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Partner

Partner 1

Name:	METER Silesia, spol. s r.o.
Stadt:	Ostrava
Land/Region:	Moravskoslezsko
Land:	CZ-Tschechien
Organisationstyp:	Verband/nicht regierungsgebundene Organisation
Homepage:	http://www.meter-silesia.wz.cz

Partner 2

Name:	The Reflexion Foundation
Stadt:	GS Geleen
Land/Region:	West-Nederland
Land:	NL-Niederlande
Organisationstyp:	Verband/nicht regierungsgebundene Organisation
Homepage:	http://www.atriumbv.nl

Partner 3

Name:	MISSION LOCALE DE L'AGENAIS ET DE L'ALBRET
Stadt:	Agen
Land/Region:	Sud-Ouest
Land:	FR-Frankreich
Organisationstyp:	Öffentliche Einrichtung
Homepage:	http://www.missionslocales-aquitaine.org

Partner 4

Name:	Centro de Supercomputación de Galicia (CESGA)
Stadt:	Santiago de Compostela
Land/Region:	Noreste
Land:	ES-Spanien
Organisationstyp:	andere
Homepage:	http://www.cesga.es

Partner

Partner 5

Name: die Berater Unternehmensberatungs GmbH
Stadt: Vienna
Land/Region: Wien
Land: AT-Österreich
Organisationstyp: Weiterbildungseinrichtung
Homepage: http://www.dieberater.com

Partner 6

Name: Bildungswerk der Sächsischen Wirtschaft gGmbH
Stadt: Dresden
Land/Region: Sachsen
Land: DE-Deutschland
Organisationstyp: Weiterbildungseinrichtung
Homepage: http://www.bsw-ggmbh.de

Partner 7

Name: TRANSFER Slovensko , spol. s r.o.
Stadt: Bratislava
Land/Region: Bratislavsky Kraj
Land: SK-Slowakei
Organisationstyp: Weiterbildungseinrichtung
Homepage: http://www.transfer.sk

Partner 8

Name: Glotta Nova
Stadt: Ljubljana
Land/Region:
Land:
Organisationstyp: Weiterbildungseinrichtung
Homepage: http://www.glottanova.com

Projektdateien

Coaching Guidelines_CZ.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_CZ.pdf

Coaching Guidelines_DE.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_DE.pdf

Coaching Guidelines_EN.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_EN.pdf

Coaching Guidelines_FR.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_FR.pdf

Coaching Guidelines_NL.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_NL.pdf

Coaching Guidelines_SI.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_SI.pdf

Coaching Guidelines_SK.pdf

http://www.adam-europe.eu/prj/2954/prj/Coaching%20Guidelines_SK.pdf

Flyer_YES_EN.pdf

http://www.adam-europe.eu/prj/2954/prj/Flyer_YES_EN.pdf

Flyer_YES_FR.pdf

http://www.adam-europe.eu/prj/2954/prj/Flyer_YES_FR.pdf

Flyer_YES_NL.pdf

http://www.adam-europe.eu/prj/2954/prj/Flyer_YES_NL.pdf

Flyer_YES_SL.pdf

http://www.adam-europe.eu/prj/2954/prj/Flyer_YES_SL.pdf

Projektdateien

Needs Analysis Report.pdf

http://www.adam-europe.eu/prj/2954/prj/Needs%20Analysis%20Report.pdf

Pilot report.pdf

http://www.adam-europe.eu/prj/2954/prj/Pilot%20report.pdf

Poster_YES.pdf

http://www.adam-europe.eu/prj/2954/prj/Poster_YES.pdf

YES_brochure_CZ.pdf

http://www.adam-europe.eu/prj/2954/prj/YES_brochure_CZ.pdf

YES_brochure_DE.pdf

http://www.adam-europe.eu/prj/2954/prj/YES_brochure_DE.pdf

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YES_brochure_SI.pdf

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YES_brochure_SK.pdf

http://www.adam-europe.eu/prj/2954/prj/YES_brochure_SK.pdf

YES_Flyer_CZ.pdf

http://www.adam-europe.eu/prj/2954/prj/YES_Flyer_CZ.pdf

Projektdateien

YES_Flyer_DE.pdf

http://www.adam-europe.eu/prj/2954/prj/YES_Flyer_DE.pdf

Produkte

1 5 Blended Learning Module

2 Coaching Guidelines

3 YES Virtual Support Plattform for Self-study and Communication

4 YES Brochure with Sample CD

Produkt '5 Blended Learning Module'

Titel: 5 Blended Learning Module

Produkttyp: Module

Marketing Text: To employ young people brings various assets to a company: fresh ideas, high motivation, flexibility and resilience and applicable knowledge related to the educational level.

On the other hand, especially for small and medium-sized enterprises (SME), insertion of young people is often a big challenge. Many young applicants are early school leavers, have failed to complete vocational education and training, and often they are socio-economically and/or personally disadvantaged.

YES responds to the clear need to strengthen staff managers' skills to interact with youth who will make up a considerable proportion of the future skilled work force.

Beschreibung: The YES training offer covers the most important aspects of youth employment in a lively and practice-oriented way. It contains 5 modules, namely:

1. Introduction
2. Laws and Regulations
3. Behavioural aspects
4. Soft Skills
5. Pedagogical Aspects

In face-to-face meetings, all important topics concerning employment and apprenticeship are being introduced by experienced trainers and discussed within the group of participants
The e-learning parts of YES are presented on the virtual learning plattform (http://yesproject.cesga.es).
Great importance is attached to the exchange of experiences within the group and time for networking.

The training packs of the 5 blended learning Modules include a training pack with a taxonomy which discribes a proposed training step by step and the learning material for the SME staff managers.

Zielgruppe: The YES Training offer is specially designed for
- recruiters selecting job applicants and introduce them into their company;
- mentors, in-company trainers of apprentices, instructors and other senior members of staff who supervise young people at work
in SME who face the following situations:
- They cannot fill vacancies with suitable young applicants;
- Many of the youngsters they employ do not match their expectations, break work contracts or do not complete training programmes or apprenticeships.

Resultat: Die folgenden Themenbereiche pro Modul sind vorgesehen:
M1: Profil von Personalchefs und Ausbildnern
M2: Nationales Recht und Förderungen
M3: Verhaltensaspekte
M4: Soft skills
M5: Pädagogische Aspekte

Anwendungsbereich:

Homepage: www.youth-employment-support.eu

Produktsprachen: Niederländisch
Französisch
Englisch
Deutsch
Tschechisch

Produkt '5 Blended Learning Module'

Produktsprachen: Slowenisch
Slowakisch

Produkt 'Coaching Guidelines'

Titel:	Coaching Guidelines
Produkttyp:	andere
Marketing Text:	Effective working with “difficult” young people depends on several premises, amongst others specific knowledge, social competences and skills are necessary. Recruiters, mentors and other employees of SME working with young people could often use their potential to deal with youngsters more effectively. In order to enlarge those competences it is necessary to reflect the way of behaviour and interaction with young people. By coaching responsible persons the job insertion process in SME will be professionally accompanied. The achievement of the coaching process becomes visible to the clients, and even more to the companies that increase their competences of leadership and human resource management.
Beschreibung:	Guidelines for the coaches of SME. The guidelines contain mainly: - a theoretical background and basic conditions of systemic coaching; - the basic parameters of the coaching aspect of the YES project and - selected coaching tools.
Zielgruppe:	Coaches of SME
Resultat:	
Anwendungsbereich:	
Homepage:	
Produktsprachen:	Tschechisch Niederländisch Französisch Slowenisch Slowakisch Englisch Deutsch

Produkt 'YES Virtual Support Plattform for Self-study and Communication'

Titel:	YES Virtual Support Plattform for Self-study and Communication
Produkttyp:	Fernlehre
Marketing Text:	To be able to learn effectively, YES offers the learning platform where crucial parts of the training take place. You can discover your own learning path by going through the e-learning on the YES web-platform. YES online courses count on several communication tools to facilitate tutoring, exchanging of ideas and doubt solving. These are: - Discussion forums, where students and teachers can post their contributions when they are working on their courses. - Chats. Online live written discussions can also take place in a YES course. A simple chat system allows the participants to share views, links and ideas. - There are also other tools to reinforce communication, like “assignments” a tool to send tasks from students to teachers, or “announcements”, to send important notes to students’ emails.
Beschreibung:	To access the YES course, based on the Learning Management system Dokeos, you have to go to the YES website: http://www.youthemployment-support.eu/ and click on "Support for SME". In the bar on right side, click on “Training Area”. Then you will see the YES training area main page. You need a valid username and password to access the content of YES course.
Zielgruppe:	The YES Training offer is specially designed for - recruiters selecting job applicants and introduce them into their company; - mentors, in-company trainers of apprentices, instructors and other senior members of staff who supervise young people at work in SME who face the following situations: - They cannot fill vacancies with suitable young applicants; - Many of the youngsters they employ do not match their expectations, break work contracts or do not complete training programmes or apprenticeships.
Resultat:	
Anwendungsbereich:	
Homepage:	
Produktsprachen:	Französisch Englisch Deutsch Tschechisch Slowenisch Slowakisch Niederländisch

Produkt 'YES Brochure with Sample CD'

Titel:	YES Brochure with Sample CD
Produkttyp:	Verbreitungsmethoden
Marketing Text:	This is an information brochure for the three major products mentioned above available as hardcopy from the project partners and as a download on the project website www.youth-employment-support.eu
Beschreibung:	The brochure is an appox. 25 pages product booklet drawing an outline of the YES system rationale, methods, target groups and products. A demo of the training content will has been enclosed as a CD.
Zielgruppe:	- SME employers, human resources managers, in-company trainers and supervisors - Job insertion counsellors and coaches place young people with difficulties into jobs or apprenticeships - Decision makers in the field of youth labour market and apprenticeship system
Resultat:	
Anwendungsbereich:	
Homepage:	
Produktsprachen:	Tschechisch Slowenisch Slowakisch Niederländisch Französisch Englisch Deutsch

Veranstaltungen

International Dissemination Conference

Datum	20.11.2009
Beschreibung	Presentation of the project results aiming at sensitising the relevant actors in the field for the necessity of providing a youth employment support system for SME. The main programme points: - Registriation - Conference Opening - The Leonardo da Vinci (TOI) Project YES - The Changing Lifestyles and Values of the Young Persisting Temporary Unemployed in Different Labour Markets of Finland - (Future-)Aspects of Supporting Unemployed Young (DE) - Work and Health: Risk Circumstances for apprentices - Talking to each other - Working with each other: Young people report about their experiences on the labour market - Round table: Experts, Innovative Concepts and Ideas for Future - Guided tour through the BIM (BIM is a euRegional project offering young people from Bavaria as well as from Salzburg, to learn about their possibilities in education and about free work places EuRegio-BIM also covers continuing education offers for adults, which is a growing aspect of BIM)
Zielgruppe	SME recruiters, mentors, in-company-trainers and supervisors, decision-makers, social partners, sponsors and authorities from the countries of the partner institutions.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Registration: yes@dieberater.com die Berater Rainerstrasse 27 A-5020 Salzburg Tel: (+43 662) 87 53 63 - 0
Zeitpunkt und Ort	20th November 2009, Arena City Hotel Salzburg, Am Messezentrum 2, 5020 Salzburg (Austria)

Veranstaltungen

Pilot Czech Republic

Datum	01.07.2008
Beschreibung	Training, Coaching and peer support in test courses with at least 8 collaborating SME.
Zielgruppe	Recruiters and mentors in SME in the sectors manufacture of machinery, Engineering, Transportation.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Meter Silesia meter.silesia@seznam.cz
Zeitpunkt und Ort	July 2008 - April 2009, Czech Republic

Pilot Slovenia

Datum	01.07.2008
Beschreibung	Training, Coaching and Peer Support in a test course with at least 8 collaborating SME.
Zielgruppe	Recruiters and mentors in SME manufacturing wood and wood products.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Glotta Nova marusa@glottanova.si
Zeitpunkt und Ort	July 2008 - April 2009

Pilot Germany

Datum	01.07.2008
Beschreibung	Training, Coaching and peer support in test course with at least 8 collaborating SME.
Zielgruppe	Recruiters and mentors in SME in the textile manufactoring sector.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	BSW gGmbH uwe.hoppe@bsw-mail.de
Zeitpunkt und Ort	July 2008 - April 2009

Veranstaltungen

Pilot Netherlands

Datum	01.07.2008
Beschreibung	Training, Coaching and peer support in a test course with at least 8 collaborating SME.
Zielgruppe	Recruiters and mentors in SME in the sector of business administration and ICT.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Stichting Reflexion info@atriumbv.nl
Zeitpunkt und Ort	July 2008 - April 2009

Pilot Slovak Republic

Datum	01.07.2008
Beschreibung	Training, Coaching and peer support in a test course with at least 8 collaborating SME.
Zielgruppe	Recruiters and mentors in SME in polygraphic and paper industry.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Transfer Slovensko dubrava@transfer.sk
Zeitpunkt und Ort	July 2008 - April 2009, Slovac Republic

Pilot France

Datum	01.07.2008
Beschreibung	Training, Coaching and peer support in a test course with at least 8 collaborating SME.
Zielgruppe	Recruiters and mentors in SME in the sectors agro-alimentary and hotel trade-restoration.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Mission Locale the l'Agenais et de l'Albret o.paillaud@mission-locale-agen.org
Zeitpunkt und Ort	July 2008 - April 2008, France

Veranstaltungen

Pilot Österreich

Datum	01.07.2008
Beschreibung	Training, coaching and peer support in a test course with 8 collaborating SME.
Zielgruppe	Recruiters and mentors of wood and metal manufacturing SME.
Öffentlich	Geschlossene Veranstaltung
Kontaktinformation	Alexandra Bruckmoser a.bruckmoser@dieberater.com die Berater Salzburg Rainerstraße 27 AT - 5020 Salzburg
Zeitpunkt und Ort	July 2008 - April 2009, Salzburg region

Project Tags

The project belongs to the following group(s):

NSN (http://www.adam-europe.eu/adam/thematicgroup/NSNJ)