



## FINAL TEEUP MEETING

### Agenda (9 September 2010)

**North West Regional College  
Conference Room/lecture Theatre,  
Northland Building  
Third Floor  
Strand Road  
Londonderry  
Northern Ireland (UK)**

**Partners attending:** NWRC (UK), INTEGRA (SW), AVM (LT), IFOA (IT)  
CHAMBER – GIJON (ES), TALLINN (EE) NORIBIC (UK),  
and Independent Evaluator – Joe Doherty.

**Apologies :** ESCI (FR),

**Additional Staff :** Calum Morrison, Director of Curriculum, Jacqueline  
Lynch, Finance Officer, Conor McGurgan, Marketing  
Department

**Minutes:** NORIBIC

### Morning Session

Meeting Commenced at 9.00am

#### **Welcome:**

C Morrison welcomed the partners to the college and to the final conference.

#### **Financial Update and Requirements:**

J Lynch gave a presentation updating financial information and giving details of final requirements. Jacqueline will forward her presentation to partners for clarification. She emphasised that partners should ensure that full claims are made and backed up with appropriate paperwork. The final deadline for finances is 15 Oct 2010.

#### **TEEUP Project – Outstanding Work**

M Lento introduced the meeting by giving partners an update on progress and objectives. ML commenced a formal presentation [slides available in final report] outlining task statuses, task owners, and deadlines for project detail wrap-up.

Final report is almost complete but partners need to forward some additional information. Marilyn requested that partners email the Impact Report by next week.

Copies of the Guidance Tool are available for the final conference but the final copy will be translated and printed in Swedish, Estonian and English and uploaded on to the website by the end of the month.

Marilyn explained the testing tool and showed an example of the Excel sheet. Results of the testing tool are to be forwarded to M Bonnar. Boxed copies of the Guidance Tool will be posted out to partners with desktop pads.

The project requires a brief summary of Trade Union Case Studies in English

The Final Conference Report and Summary of the meeting is to be written up by NORIBIC and the Evaluation reports are to be submitted to M Bonnar by JD & Assoc. [JHeuston]

The Exploitation and Communication report from L Boetti is still outstanding, Luca requested urgent information on the number of Guidance Tools which are being developed for the report. He pointed out that any promotions on sustainability beyond this year should be noted. L Boetti also pointed out that it would be useful to include all 'tools' which have been developed in a 'training tool box' – this would include tools developed from previous projects, Doctae, Active Aging, Intercultool etc. He said that the Doctae project is linked to the Teeup website and will be available for 3 more years.

Luca, the IFOA rep brought the partners up to date on the preparation of the Dissemination Report and its dependence on the state of readiness of the guidance tool at the time of planning milestones, however, progress has been made despite these challenges and the report delivery progresses accordingly.

Discussion ensued amongst the partners with regards to dissemination options unseen initially in the project, particularly in the transition of in-migration to out-migration. As the digital assets production in the project allow for posterity and distribution more expansive options are possible. Common interest was established to utilize internet ecosystems hubs of discussion in audio, video and text as relates project product to the likes of YouTube, keyword, search, and feedburner driven wider circulations. The projects initialization of Facebook pages in addition to clusternet and teeup.eu platforms enabled that progression, plus newsletters of partners and their own electronic circulation options

Over the course of the program, the evolution of the target audience reference points occurred. Mobile and migrant workers as a labour category has moved quickly into a 'global worker' category, a reflection in syntax, of a larger EU perspective on the carpet-bagger in-/out- patterns of behavior as a result of economic opportunity.

M Lento told partners that the deadline for receiving information is 7 Oct.  
(Note: review question re exploitation of GT)

M Lento reminded each partner that they should have a minimum of 50 registrations on the TEEUP website, and to include as many companies as possible.

K Sundin introduced the Excel Matrix, showing the indicators. The sheet was created after the meeting in Reggio. Excel file and samples Excel file for comparison – needs Excel 2007. Kenneth acknowledged that partners will need to try out the tool in order to see how it works. He suggested a podcast showing how to use the tool would be a good idea. L Boetti said that after testing the matrix partners would be in a position to decide how useful it is.

Discussion ensued of partner perspectives on aspects of usability, approachability and inclusive design

Decision was made from a design perspective to develop equivalences to ToR language in order to tune tool to specific audiences, particularly stakeholders in VETs , Unions, and SMB professionals, for whom the tool is developed

***Evaluation – Joe Doherty, Independent Evaluator***

J Doherty, project evaluator gave some feedback. He said his evaluation would focus on how the GT is received in the partner countries and on the sustainability of the project, the GT seems to be following the written objectives of the project.

This portion of the meeting ended at 12 noon.

## Afternoon Session

**Partners attending:** NWRC (UK), INTEGRA (SW), AVM (LT), IFOA (IT) CHAMBER – GIJON (ES), TALLINN (EE) NORIBIC (UK), and Independent Evaluator – Joe Doherty.

**Apologies :** ESCI (FR),

**Additional NWRC Staff :** Calum Morrison, Director of Curriculum. Jacqueline Lynch, Finance Officer. Conor McGurgan, Marketing Department and miscellaneous staff attendees from NWRC.

**Additional:** Invited guests from private sector, trade unions and educational institutions (See attendance lists)

**Minutes:** NORIBIC

The meeting commenced at 1pm

### **Welcome and Introduction**

Calum Morrison, Deputy Director welcomed all to the afternoon's proceedings and apologised for the absence of the Director, Seamus Murphy.

### **Tee-Up Project**

Marilyn Lento outlined the background to the project and the achievements to date with particular reference to the guidance tool developed by the partners and Marilyn paid specific thanks to all the partners for having contributed to the successful development and conclusion of the programme. Marilyn explained the objective of the afternoon sessions was to move beyond theory and learn what was going on with efforts towards assisting migrants and mobile workers in the market place and to that effect introduced the afternoon' speakers.

### **Ian Andrews, Head of Business Development at the Chartered Management Institute.**

Ian discussed Training and Competences with specific reference to management and training. He outlined the issues surrounding transferability of skills and qualifications across international boundaries and the conflict between competence and confidence.

In terms of skills, the difference between the EU and the national perception on required managerial skills can be quite stark and UK cited as an example of the disparity. Is it possible to cope with this diversity. Another challenge for management is to determine the transferability to the small business context and for the perspective of mobile and migrant workers.

### **Eddie Kerr, Director of SEEDS (Solidarity, Equality, Education, Development and Support)**

Eddie discussed challenges to SMEs and Migrants and mobile workers. Eddie painted the picture for the 5,500 non indigenous population based in the Derry area from the perspective of his organisation.

This perspective started by asking basic questions: Who are the migrant workers? Where are they from? Why are they here? What are they doing? Are they going home? How does their presence affect the local population?

Very much ground up approach to dealing with migrants in a picture constantly moving and evolving. They have exposed the myth that migrants steal jobs, money, houses, social security, health service etc. Like elsewhere, Derry is part of the global movement of people and capital and SEEDs teach us to live with this and learn from it.

Conditions in this area for migrant workers are improving against a history of widespread discrimination. Positive move in that the private sector tends to view SEEDs as an organisation to co-operate with rather than as an irritant.

**Jim Mowatt, Director of Education at UNITE**

Jim discussed the role of the Union in the Workplace and stated it was the Union's Objective to create leaders and not bosses.

Have introduced some migrant focused projects in the last few years following a strong interest in Union involvement by this section of the population who were non-unionised.

Idea was to bring together existing Union members (eg Bus Drivers) with Cleaners, who were mainly migrant workers and did not have union representation. Initial activity was very much social based around themed food and cultural events.

Formal 3 yr project began in 2007 and now have approx 600 migrant 'students' with the assistance of voluntary trainers.

'Mobile workers want to give' is the experience of Jim's Union.

**Kenneth – Project partner, Sweden.**

Kenneth demonstrated the tool developed by the partners within the Tee-up project.

Wants the tool to be viewed as a flexible assistant and keep elements generic so as not to restrict the life of the tool.

The tool must be view as one of several and not the only tool to assist the recruitment and management of mobile and migrant workers.

The beneficiaries of the tool will be both stakeholders and all involved in training process.

**Calum Morrison, Deputy Director, NWRC.**

Calum thanked all for their contribution to the day and programme and commended the tool as a useful reference point.

The meeting closed at 5pm.