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V.I.D.E.O.
(Video-CV To Increase And Develop Employment Opportunities)

FOLLOW-UP NATIONAL REPORT FROM GREECE -IEKEP

**Leonardo Da Vinci Programme
Lifelong Learning Programme
V.I.D.E.O. PROJECT**

Responsible Author: IEKEP

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The V.I.D.E.O. PARTNERSHIP:

1. City of Rome – Direction Training - Employment, Rome, Italy
2. EURO INNOVANET SRL, Rome, Italy
3. TRUST Technologies and Human Resources for Development and Transfer Ltd, Rome, Italy
4. Arbeitsgemeinschaft SGB II im Kreis Plön – arge. Plön, Plön, Germany
5. The Christian Youth Village Foundation of Germany – CJD Eutin, Eutin, Germany
6. INSTITUTE OF TRAINING AND VOCATIONAL GUIDANCE – IEKEP, N. Ionia – Athens, Greece
7. Polydynamo Centre of Social Intervention of Cyclades, Ermoupolis, Syros, Greece
8. OAKE Europe, Manchester, United Kingdom

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PREMISES

The evaluation process of application and creation of Video - CVs was realised under the conditions that were placed by the Cooperation, via the Grids of questions that were agreed with the process of exchange e - mails between the partners. At the same time the multi-annual experience of IEKEP was used in the concretisation and evaluation of pilot applications.

Consequently, the evaluation was realised in three fundamental axes:

- Managers and Operators (Advisers)
- Users (Beneficiaries)
- Entrepreneurs

The questions concerned the 13 Video-Cvs realized by IEKEP in Greece.

A. ADVISERS

- General Characteristics

The methodological approach that was followed has based on the Adult Education's Principles, while it was materialised with the form of Work - Teams, with dialogue and observations. They in total participated ten (10) advisers of humanitarian sciences (psychologists, social workers, sociologists etc) which they collaborated with the IEKEP for the pilot application of Video - CVs. Concretely the composition of team - work had as follows:

- 1 Psychologist
- 6 Social Workers
- 1 Counselor in Special Education
- 1 Adult Trainer
- 1 beneficiary's representative

The Institutions that constituted the sample of pilot application and evaluation are:

- NOSTOS (counseling unit supported by Greeks Repatriates Association)
- IASIS (Sheltered house and Day Center for people with Mental Health Problems)
- EPSAMY (Sheltered house and Day Center for people with Mental Health Problems)
- KINAPSY (Association of Siblings of people who has Mental Health problems)
- SOCIAL SERVICE OF PERISTERION MUNICIPALITY
- GREEK JUVENILE PROBATION SERVICE

Regarding the comments and their observations concerning the questions, these have as follows:

Question 1.

+	-
- interesting process	- needs IT skills
- provocative	- needs specialised advisory for engagement
- helps organizing information	- easy to lose information
- innovative	
- support to counselor	

Question 2.

The answers were positive. In a 10th scale of satisfaction the mean was the 8th degree. Everybody marked the enjoyment that felt, the laughter and the joy at creation of Video - Cvs. Precisely because they enjoyed the process, they have found the whole implementation very close to their expectations.

Question 3.

The answers in this question were also particularly positive. The points that they pointed out according to the usefulness of tool for beneficiaries were:

- - In enhancing self-esteem
- - As guidance tool
- - In helping applicants to find a job
- - In helping applicants in matching job demand/supply
- - In better showing skills acquired in non-formal, informal learning contexts

Question 4.

The evaluation of methodology was also positive. Regarding possible points which were pointed out by the advisers, these were:

- Experimental character
- Entanglement of beneficiaries
- Principles of Adult Education

Question 5.

The positive and negative elements that located from the advisers are presented in the next table:

+	-
A step moreover in Advisory	Needs high degree of focus in the profession that beneficiary wants to serve
Time - Profit in the process of work recovery	High expense of time for explanation of objectives and aims of project
Concentration and organisation of vocational potential and effective presentation of it	It is not a "mass" tool, its success depends a lot on the personality of Adviser
Comprehensible and live way of transmission of information	

Question 6.

Problems that were reported:

- Difficulty in the achievement of high degree of engagement for beneficiaries
- Confrontation of fear of expose
- Use of language (for the foreigners)
- Fighting stresses in front the camera
- Difficulty to speak for themselves

Question 7.

Particularly useful in: People with Mental Health problems , Foreigners, Individuals - usually 45+ - with low formal but many informal and non formal qualifications

Question 8.

Proposals for further growth of Video – Cv:

- “escape” from the pilot application and dissemination in the general field of Advisory
- training (fora, visits) of the entrepreneurs in the new way of presentation of professional elements, in the frame of Social Corporate Responsibility
- additional video with various information (p.e. hobby free time) – in order to know more about beneficiary

Question 9.

The advisers proposed the training of their colleagues in the fields:

- IT skills
- Management of conflicts
- Contact with the enterprising world
- Open to the Innovation

B. BENEFICIARIES.

- General Characteristics

The twelve beneficiaries approach was realised with the contribution of Advisers that participated in the project. The twelve participants became from all target groups of Social Exclusion (Immigrants, people with mental illness, seniors, young offenders etc). The evaluation was materialised by small teams or even individual interviews, aiming at the evaluation of all application thus as became perceptible from participants. The conduct responsibility of this congresses belonged always to the advisers, but always according to the indications of program’s factors. Evaluation for the beneficiaries functioned also as a therapeutic tool, and also as continuity of their process of integration in the job market.

Question 1.

The answers that were given were in general terms positives, and they expressed the satisfaction of beneficiaries. They were optimists with regard to their professional re-establishment and their promotion in the Job market in general. They had some issues, which managed by the advisers as:

- increased stress from expose
- uncomfortable sense in front of camera
- difficulty in self-presentation

All beneficiaries, in any case, they were firstly enthusiastic from the prospect but also from the final result.

Question 2.

The answers light the direct connection of pilot application with the professional re-establishment in the beneficiaries' conscience, fact which places their expectations a step more far from the creation of Video - Cv. Of course, the recognized innovation of their tool has increased the level of expectations ("...from the moment that I have a Video - Cv and no other has it, so much modern and different, I have more probabilities to find work...").

Question 3.

Beneficiaries have found profits through the creation of Video - Cv. Concretely, they consider that they been helped in the following topics:

- Awareness of their professional potential
- Interesting - "provocative process"
- Less time to say more things
- Empowerment character
- Interaction and attendance
- Increase of probabilities to find work

Question 4.

Positive correspondence and high expectations which it should manage by the advisers in order to don't resemble unrealistic concerning the Greek conditions of job market, such as:

- find immediately a job
 - can be presented in more from one occasions of work placement
 - be in position to explain more things for their professional career
 - "they charm" their possible employers
 - Video - Cv functions as a realistic recording of their professional potential, useful as a follow-up of their career
-

Question 5.

In general, the users played and they were glad with the process, fact that is particularly important for the advisory process. All stood in the point of personal expose as a question which would want more work from advisers. This fear are easily comprehensible if we contemplate the categories of users (foreigners, seniors, young offenders) and the problems that they faced in other phases of their life, which – in some way - had to deal with exposing.

Question 6.

The problems that users faced were what precisely located by the advisers, and they had to deal with:

- confrontation of fear of expose
- the use of language (for the foreigners)
- fighting stresses in front the camera
- difficulty to speak for themselves

Question 7.

Respectively, the positive and negative elements that located the users are presented in the next table:

+	-
Modern, Innovative	Exposing Fear
Help to discover my vocational potential	So little time to speak for myself
It can “sell” me better than the classic Cv	Issues of self – presentation (p.e. stereotypes of beauty ness)
Joyful, funny	

Question 8.

Beneficiaries had already developed “therapeutic relation” with the advisers that were involved in the creation of Video - Cv. Consequently, the sense that they had for them was very good, with regard to their faculties for the creation of videos. They found them capable and educated, and in particular they discovered dexterities (p.e. directing) for which they did not know that they existed.

Question 9.

In this question the answers were confused, and the reason for this perhaps was the specific target groups and their main objective: find employment, immediately and in a satisfactory for them environment. They were not in evident place they propose changes or improvements for a

tool which, for them, was already very new and pioneer. Consequently they did not propose any concrete improvement.

G. ENTREPRENEURS.

- General Characteristics

In the evaluation participated five businessmen, who accepted to presented to them some Video – Cvs, in organised meetings, and they made their observations. In this point it should marked that the enterprises that were selected belong in the small and very small enterprises while these constitute also the 94% of Greek economy. Consequently these enterprises are also actually those that will be called to occupy beneficiaries.

Question 1.

Businessmen found the samples of Video - Cv that saw particularly innovative and practical. Three of them did not have saw something like these before, while two of them had previous experience from other pilot program (e-cv). They observed the directness of information that is given, but they commented about the high level of preparation that it should become from the part of the advisers but also from the part the beneficiaries, so that information is not lost and are attributed with clarity.

They positively commented the fact that they could have optical contact with the candidate, as well as more generally communicate in some way with him /her.

They mention also that certain businessmen who are not familiarized with the New Technologies (and this happens often, specifically in the small and familial enterprises) will be complicated a lot to “read” such Video - CVs

Question 2.

Entrepreneurs answered them that Video - Cv could function - under conditions - as “facilitator” so much for beneficiaries as for the employers. These conditions are:

- Good preparation of candidate
- The documented and concise presentation of professional qualifications of beneficiary
- Knowledge of new technologies on behalf of the businessman

Question 3.

Respectively, the positive and negative elements that located by the businessmen are presented in the next table.

+	-
Quick	IT skills Need
Interesting	Not for all kind of Businessmen
Explanatory	
Innovative	

Question 4.

Entrepreneurs had the opinion that this form of CV suits more in individuals that have capable professional experience or even informal talents and faculties, but do not have study and formal qualifications. They led to the conclusion that the tool concerns places of work of low level - and not for high-ranking executives.

Question 5.

The common demand of all was the training of businessmen in this type of innovative approach, from the advisers. More general ascertainment was the lack of knowledge on more general questions for Social Corporate Responsibility.

APPENDIX
COUNSELOR'S TRAINING 4TH OF MAY - SHORT REPORT

GENERAL	
Date	4 May 2010
Place	I.E.K.E.P. Vocational Training Center
Number of participants	10
Duration	8 hours (09:00-17:00)
Materials	Guidelines, Video Cam, Projector, Video Sample
Methodology	Workshop, observation, dialogue, Adult education principles

PARTICIPANT'S ANALYSIS	
Representative Units	<ul style="list-style-type: none"> - NOSTOS (counseling unit supported by Greeks Repatriates Association) - IASIS (Sheltered house and Day Center for people with Mental Health Problems) - EPSAMY (Sheltered house and Day Center for people with Mental Health Problems) - KINAPSY (Association of Siblings of people who has Mental Health problems) - SOCIAL SERVICE OF PERISTERION MUNICIPALITY - GREEK JUVENILE PROBATION SERVICE
Professions	<ul style="list-style-type: none"> - 1 Psychologist - 6 Social Workers - 1 Counselor in Special Education - 1 Adult Trainer - 1 beneficiary's representative
Previous Experience	<ul style="list-style-type: none"> - very experienced in special group's job promotion - rehabilitation of people with mental health problems - career guidance - experience of all target groups (immigrants, refuges, young offenders, single parents etc)

RESULTS

The general aim of the workshop was to train the participants so as to be able to create Video – CVs for people who belong to socially vulnerable groups. More specifically the workshop's objectives was:

1. To familiarize the participants with the new tools provide them with IT skills for Career Guidance
2. To familiarize the participants with the concept, the aims, the structure and the content of a Video CV
3. To show them paths and solutions for their counseling procedure, especially in the field of Job Promoting (as main step for Beneficiaries rehabilitation)
4. To give them competences on how they can build beneficiary's trust and commitment to make a Video CV

Ways that the aims and stated goals were achieved through: detailed and complete presentation of Guidelines Counseling and the other topics (IT) by two experienced persons, sharing of their first evaluation of its resonance in their target groups, discussion, exchange of opinions/experiences, counseling paths to claim commitment, group work for studying the material, transmission of know-how and tools, active involvement of the participants, sample videos

Not achieved goals: none

Expectations: creation of 10 Video CVs (at least) for several target groups, inclusion of Video-Cv procedure in their daily counseling practices
