



Mol@m – Moving at Labour Market

Progress Report

Public Part

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Executive Summary

The mol@m project aims to give career guidance professionals a deeper knowledge of the European Union labour markets, so that they can encourage and support job seekers with lower qualifications and limited access to information sources (e.g. Internet) to look for employment in these markets.

This will be achieved through the main outcome of the project, the mol@m Interactive Tool, which will provide practical information on local rules and practices related to job markets and local job culture of selected EU countries – the lack of information on these subjects is one of the main reasons why European mobility is not always encouraged by counsellors. The Interactive Tool will be complementary to existing instruments such as EURES and Euroguidance.

In this sense the mol@m project aims to contribute to:

- Encouraging mobility among European countries;
- Expanding employment opportunities to low skilled citizens;
- Improving the quality of vocational training for guidance professionals;
- Expanding careers advice and guidance to a European level.

In order to achieve these objectives a consortium was built with complementary expertise in different areas: professional guidance and counseling, counseling on migration, research on training and employment, training consultancy, ICT and European mobility. Besides this complementary knowledge in many fields the consortium also has valuable experience in different European projects.

The major tasks already implemented by the consortium were: desk research on services and bibliography about migration in each country, surveys and interviews to career guidance professionals and migrants – these elements were compiled and analyzed in a research report, which was the basis for the development of the first contents and definition of the initial structure of the mol@m Interactive Tool. The Dissemination and exploitation strategy was also already established and is being implemented with the participation and action of all partners. The evaluation methodology was also agreed and is being implemented, so that the project objectives and outcomes are adequately monitorized.

The main results achieved so far are the methodological approaches for the research, development of contents and Interactive Tool; the research report; 3 content building workshops with relevant stakeholders; and several dissemination tools, such as leaflet, brochure and website (all in the 6 languages of the partnership), the mol@m blog, Twitter page, Facebook page and a newsletter. Thus, the contents and structure of the Interactive Tool are in a good stage of development.

In the second year of the project the consortium intends to achieve all the objectives proposed, namely to complete the development of the contents and the Interactive Tool, test it and validate it. The Interactive Tool will be available in 6 languages and the consortium will promote its dissemination among career guidance professionals and relevant institutions of the field.

To find more about the mol@m project and outcomes please visit the official website at: <http://www.spi.pt/molam/>. and blog (<http://molam.tumblr.com/>).

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1. Project Objectives

The mol@m project aims at promoting mobility for employment and learning in the European Union by providing career guidance professionals with expanded knowledge about EU labour markets. This will be accomplished through the development of an online Interactive Tool that will provide practical information about local rules and practices related to job markets and local job-culture, to raise awareness about EU mobility as an option for employment. The Interactive Tool will be complementary to existing instruments such as EURES and Euroguidance, providing career guidance professionals with the information they need to encourage and help potential migrants with lower qualifications and with little access to various sources of information (eg. Internet) in the search for job opportunities.

By providing an adequate tool to career guidance professionals and improving the quality of vocational training for this public, the project aims to contribute to encourage European Mobility, expanding employment opportunities to low skilled citizens and expanding career advice and guidance to a European level.

The target group of the project (especially career guidance professionals) has been involved in several activities (e.g. interviews, questionnaires, dissemination of the project, content building workshops) from its very beginning and is contributing (and will continue to contribute) to achieve specific aims, such as:

- Characterising the labour markets of 6 European countries and identifying the entities that support employability in these countries and the training needs of the professionals that work in these institutions;
- Mapping the main challenges that migrants have to overcome when they decide to work in another EU country;
- Researching practical information in order to fill the knowledge gaps of career guidance professionals and knowledge needs of job seekers (especially those with low qualifications) about mobility to other EU countries for career purposes;
- Developing an Interactive Tool, including e-Learning contents, to expand the knowledge of career guidance professionals about other EU labour markets;
- Testing and improving the tool;
- Disseminating and exploiting project results to target group members and to the general public.

It is expected that career guidance professionals will be able to use the mol@m Interactive Tool in their day-to-day work to consult relevant information and develop skills that allow them to provide a better support to citizens who are considering the possibility of moving to another EU country and look for a job there.

2. Project Approach

The mol@m project has a duration of 24 months and is organised 9 workpackages. Information about the workpackages, including their lead partners, as well as their duration, starting and end dates is presented in the following table.

WORK PACKAGES	COORDINATOR	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
WP1: PROJECT MANAGEMENT	SPI (PT)	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲
WP2: RESEARCH	DJI (DE)	▲	▲	▲	▲	▲	▲	▲																	
WP3: CONTENT ELABORATION	TK (IT)					▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲								
WP4: CREATION OF INTERACTIVETOOL	SPI (PT)									▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲					
WP5: TEST AND VALIDATION	ASIMAG (SP)																	▲	▲	▲	▲	▲	▲	▲	▲
WP6: DISSEMINATION	TEMPO (CZ)	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲
WP7: WEBSITE AND BLOG	SPI (PT)	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲
WP8: EXPLOITATION	TEMPO (CZ)													▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲
WP9: MONITORING AND EVALUATION	CE (UK)	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲

The specific workpackages related to the development of the mol@m main output (Interactive Tool) are WP2 - Research, WP3 – Content Elaboration, WP4 – Creation of the Interactive Tool and WP5 – Test and Validation. Besides these, there are 5 transversal workpackages, that ensure an adequate management, monitoring, dissemination and exploitation of the activities and results of the project. Each workpackage has a coordinator and a specific methodology as described below:

Workpackage 1: Project Management

The first workpackage ensures the coordination of all activities and the communication between all partners and with the Education, Audiovisual and Culture Executive Agency (EACEA). The coordinator, SPI (P1), is responsible for the project management, budget control and financial management under this WP. Other tasks are also responsibility of the project coordinator, such as the co-organization of the project meetings (3 meetings already took place and 3 others will occur).

A mailing list has been created (molam@spi.pt) to ensure good communication among partners. Besides emails and physical meetings, 2 virtual (skype) meetings with all partners were also implemented and partners also communicate bilaterally through skype, e-mail and phone for the development of their activities.

Workpackage 2: Research

The Research workpackage led by DJI (P6) and with the collaboration of all partners aimed to identify the information and training needs of career guidance professionals (e.g. knowledge about cultural, social and economic characteristics of the potential

host countries) and main challenges and difficulties felt by potential job seekers in EU labour markets.

This workpackage collected the information needed through 3 different instruments:

- Desk research: on bibliographic and online sources, such as links and services provided by the institutions, that helped to understand the context of migration and employability in each one of the partner countries. This review allowed the partnership to get a deeper knowledge in several topics such as: what is the current standard of knowledge on migration in the different countries? What are the existing support services in the different countries as well as on a European level?
- Quantitative Expert Surveys: guided questionnaire survey addressed to career guidance professionals (diagnosis of training needs about other EU labour markets);
- Qualitative Expert Survey: interviews with immigrant associations and other similar entities so that it could be possible to analyse with more detail the adversities migrants deal with in the destination countries and the support they missed before departing. These interviews with experts also supplemented the interviews with migrants, as they deepened the understanding of the situation of labour migrants.
- Qualitative Migrant Survey: interviews with labour migrants within the EU which was an instrument to capture their individual experiences and understand all the challenges they experienced during this phase of their lives: integration into a new labour market, cultural and social context.

In total, 68 professionals were questioned (Germany: 9; Czech Republic: 12; Italy: 8; Portugal: 18; Spain: 10; UK: 11) and 13 interviews with 14 professionals were conducted. These qualitative surveys were complemented with 2 interviews with migrants and with the questionnaires to experts.

The 68 experts questioned were not only **career advisers** specialized in advising and counselling for unemployed people, guidance for young people on working and training opportunities or volunteering abroad, labour market related consultancy for disadvantaged groups, but also **migrant advisers** who give general advice to newly arrived immigrants in hosting countries (e.g. formalities) and labour market related support of migrants.

Most of the experts in both groups, contacted via email and telephone, had a wide working experience in their fields, their average length of service being 8/9 years.

After collecting all the information from surveys, each partner processed the information from their national country following the guidelines established by the workpackage coordinator. The results and conclusions were gathered in a Research Report which is available for download on the project website. Thus, national reports were developed by each partner and translated into their national language, with a summary of the global results and details on the results of the respective country.

Workpackage 3: Content Elaboration

TK Formazione (P5) is the lead partner of this workpackage, whose main outcome is the development of the contents for the Interactive Tool.

A Methodological approach document was developed in the beginning of the workpackage, with guidelines for the development of the contents of the Interactive Tool. Along with the debate on the contents that should be developed (based on the results and information collected in the research workpackage) partners also started to discuss the main features (technical features, components, etc.) of the Interactive Tool, so that there is an adequate integration of the contents in the Tool.

The main themes of the contents and also the global structure of the Interactive Tool were discussed with representatives of the target groups in Content Building Workshops organised in Italy, Germany and in the UK (June, July 2010). These workshops had the objective of obtaining contributions from the stakeholders regarding the characteristics of the Interactive Tool and relevance of the themes suggested for the contents: employment context, legal issues, requirements for the elaboration of CVs, arrangements before migrating, associations and organizations supporting migrants and other complementary information, etc.

The results of these workshops were analysed and discussed among partners and in consequence there was an adjustment of the themes to be addressed in the contents and the characteristics of the Interactive Tool. Currently, all partners are developing the contents in English and after internal validation each partner will be responsible for the translation of contents in their national language.

Workpackage 4: Creation of the Interactive Tool

WP4 led by SPI (P1) is closely connected to WP3, since the Interactive Tool will integrate the contents that are being developed by partners. In this context, the methodological approach developed for this WP, was based on the structure of the Interactive Tool that was defined after the feedback of career guidance professionals in the Content Building Workshops and after the discussion of these results between all partners.

Within this workpackage, partners already discussed and defined the main characteristics of the Interactive Tool (e.g. how many sections will it include, what kind of softwares will be used, what type of message should be promoted) and this was done mainly in face-to-face discussions held in partnership meetings, because the complexity of the subject demands for face-to-face interaction.

The first prototype of the Interactive Tool in English will be developed until January 2012 and after that each partner will translate the components of the Tool to their respective languages. Within WP5, the tool will be tested and validated in 3 different countries. By the end of the project there will be a version of the Interactive Tool in each partner's language.

The Interactive Tool is the main outcome of the project which will promote mobility across the EU markets for labour purposes and the integration of these migrants in a new social, economic and cultural reality through the development of skills of career guidance professionals.

Workpackage 5: Test and Validation

The Spanish partner, ASIMAG (P3) will guide the Test and Validation workpackage. The major activity of this workpackage is to test the Interactive Tool prototype

following the guidelines of a Methodological Document to be developed for this purpose. The pilot tests are scheduled for April 2012.

The pilot testing will take place in the Czech Republic, Portugal and Spain each with 8-12 representatives from the target community, who will navigate in the national Interactive Tool for a pre-defined period of time so that the partners can evaluate the efficiency and adequacy of its different components. This will be an important moment to gather the feedback and inputs from the career counsellors about the tool.

The Validation Dossier to be discussed at the second half of the project will be written based on the pilot test results. Partners will agree upon which adjustments should be made to the Interactive Tool and then implement these and finalize its structure. Following this, the Support Handbook and the final version of the Interactive Tool in all national languages can be elaborated (these outcomes will be available online).

The monitoring and evaluation team (Careers Europe – P4 and an external evaluator) will have a crucial role on validating the transference of the career counsellors needs claimed in the pilot tests to the final version of the Interactive Tool and will also validate the final version of the the Interactive Tool.

Workpackage 6: Dissemination

WP6 is led by the Czech partner, TEMPO (P2), who is responsible for the continuous communication and promotion about the project and its results during the project time and after its end, trying to reach as many individuals and institutions from the target groups as possible.

A Dissemination Plan (which includes national dissemination plans for each partner) has been elaborated and each partner is responsible for implementing specific activities to disseminate the project at a national level. The Dissemination Plan can be updated every 6 months, allowing the introduction of new activities or the adjustment of other activities. Also every 6 months, all partners provide to the WP coordinator a report of the dissemination activities carried out in the corresponding reporting period, with details on the impact of these activities and evidences of their concretization.

One of the first steps within dissemination was the identification of a list of at least 50 key actors per partner country which should be addressed regarding the different project activities. Other important activities connected to dissemination have also been carried out, such as the creation of the project visual concept through the development of the logo, the website, documents templates, brochures and leaflets (both available in EN, CZ, DE, IT, PT and SP), among others. All the documents and dissemination materials created have the same layout so that the target group can easily identify and recognize the project. Besides the website, the project blog, the Facebook and Twitter profiles there are also further communication tools used to raise awareness about the project.

To promote dissemination at a European level, Mol@m has also been registered in the ENTER network (European Network for Transfer and Exploitation of EU Project Results) and in the ADAM platform (Projects and Products Portal for Leonardo da Vinci projects).

The consortium developed efforts to conduct dissemination activities and to involve the target groups from its beginning, since this is expected to contribute for the sustainability of its outcomes: by providing regular information and collecting regular feedback from different stakeholders, the project ensures that the products that are being developed meet the needs of their future users and, on the other hand, these users are more motivated to use and promote the Interactive Tool in the future, since they feel that they contributed for its development and were aware of all the steps of the project.

During the second year of the project the dissemination activities will continue and be intensified with the launching of the Interactive Tool, which is the main outcome of the mol@m project.

Workpackage 7: Website and blog

The 7th Workpackage, coordinated by SPI (P1), aims at developing support tools for the dissemination, communication and exploitation activities of the project. It includes the development and constant update of the project website (<http://www.spi.pt/molam/>) and blog (<http://molam.tumblr.com/>), which are important tools to disseminate the project. The layout and contents of the website were discussed among all partners and since March 2011 both the website and the blog are available online and will remain online after the project end.

The website provides the presentation of the project including its objectives, target groups, results, contacts and news in the 6 partnership languages. The blog, available only in English, provides not only interesting updates about the project but shares also links, videos, news, documents related with migration policies and context in the European Union. It was also decided to create a Facebook and Twitter page for mol@m, as nowadays the social Networks are one of the main tools of dissemination.

Workpackage 8: Exploitation

TEMPO (P2) from the Czech Republic is also responsible for leading this workpackage, ensuring that the project and its results will be communicated even after the project end and transferred to the target community guaranteeing thus the project sustainability.

This workpackage began with the development of the “Exploitation Strategy”, focusing on the main objectives of the exploitation activities and guidelines to carried out these. Based on this, partners will continue to discuss and address possible exploitation strategies and approaches and near the project end, the document “Exploitation Next”, will describe the agreed measures for future sustainability.

Workpackage 9: Monitoring and Evaluation

This workpackage is of high relevance to ensure the quality of the work and products developed within the project. It is led by the partner from the UK, Careers Europe (P4) and covers aspects such as the accomplishment of the activities the partnership initially proposed to carry out, project efficiency, partners’ involvement in the project and satisfaction, work progress, interaction and communication among

partners, etc. that are being monitorized (opinions of partners are collected through questionnaires).

An external evaluator completes the internal monitoring so that a better and impartial monitoring and evaluation is done in the project. The external evaluator is also up to date with all the project activities.

Up to now, the results of the monitoring and evaluation activities have been very positive. The recommendations provided by the evaluation team have been addressed by the coordinator and discussed with partners, in order to ensure a continuous improvement of the project. An Interim Evaluation Report has been completed with the results of the activities conducted so far and at the end of the project the Final Evaluation Report will be elaborated.

3. Project Outcomes & Results

As stated before, the main outcome to be produced within Mol@m project is the **Interactive Tool** for the career counsellors. This tool (which will be available in English, Czech, German, Italian, Portuguese and Spanish) is expected to contribute greatly to fulfil the main objective of the project, which is to promote mobility for employment in the European Union by providing career guidance professionals with expanded knowledge about EU labour markets. The contents of the Tool will focus on practical information on the employment context and job opportunities; legal, social security and health care issues; culture, language and life; education and training. Thus, the Interactive Tool will provide important contacts from support institutions with reference to the services provided, stories of migration and checklists about important steps to follow when leaving the departure country but also when arriving to the destination country.

In this context, the major achievements and results of the mol@m project until now have provided important contributions for the development of the Interactive Tool and are closely connected to the fulfilment of the specific objectives defined for the project. Thus, each outcome reflects the concern of ensuring transversal aspects such as good management, efficient dissemination and high quality outputs.

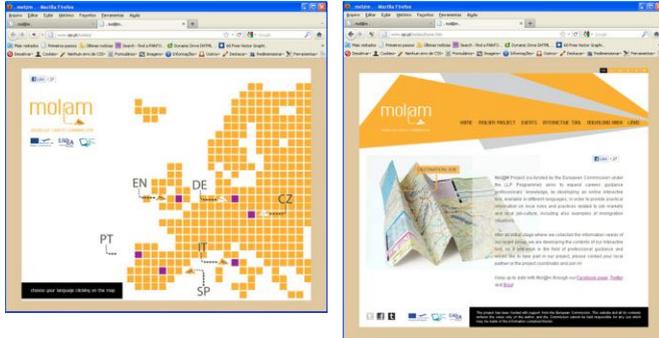


The first major outcome of the project is the **Research Report**. This document compiles all the desk research information and the data collected in the surveys and interviews – facts that can characterize the migration context in the 6 countries of partnership. This document and each one of the national reports can be downloaded on the project website (www.spi.pt/molam/downloads.htm). Between March and September 2011 the website registered 594 visits (372 unique visitors) are likely to have consulted the Research Report. The research report was also disseminated through a Newsletter sent to key actors and spread between the partners' contacts.

The activities that culminated with the elaboration of this report contributed to the fulfilment of the following objectives of the project: characterising the labour markets of 6 European countries and identifying the entities that support employability in these countries and the training needs of the professionals that work in these institutions; mapping the main challenges that migrants have to overcome when they decide to work in another EU country.

Based on the conclusions of this report, partners already started the development of the contents of the Interactive Tool and have also discussed which will be the main features of this Tool. Both the contents and the Tool will be completed in the second year of the project. These activities contributed to the fulfilment of the following objectives of the project: researching practical information in order to fill the knowledge gaps of career guidance professionals and knowledge needs of job seekers (especially those with low qualifications) about mobility to other EU countries for career purposes; developing an Interactive Tool, including e-Learning contents, to expand the knowledge of career guidance professionals about EU labour markets.

Given the relevance of dissemination, communication and exploitation activities for the mol@m consortium, several results were already achieved related to this activities. This meets another objective of the project, which is disseminating and exploiting project results to target group members and to the general public.



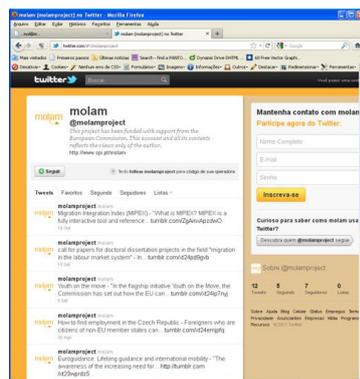
The project **website** (<http://www.spi.pt/molam/>) has been available online since March 2011 and includes relevant information about the project and the public outputs (available in a specific download area). Until September 2011 the number of visitors was 594 and 372 unique visitors. This number is expected to increase during the

second half of the project specially with the launch of the Interactive Tool. The website is available in English, Czech, Italian, German, Portuguese and Spanish.



The project **blog** (<http://molam.tumblr.com/>) is a good tool for disseminating the project updates and status and also links, videos, news and articles that are somehow related with mobility in the European Union. Each partner is responsible for gathering relevant information so that the blog can be updated on a regular basis. All posts are published in English and until the end of September 2011 the blog had registered a number of 184 page views (95 visits).

A **Facebook** page named "Molam Project" was also created and is available at www.facebook.com. Besides publishing the blog updates, this page displays other information such as pictures from the mol@m meetings. The Facebook page has 27 likes and is expected to have an increased activity in the future, namely with the organisation of the pilot testings and with the launch of the final version of the Interactive Tool.



The **Twitter** page is another way of following the project updates. This account is connected to the mol@m blog so every time a new post is included a new "twitt" is automatically done. The Twitter page has 7 followers up to now and is expected to have an increased activity in the second half of the project.

In order to disseminate the project in several events, especially in EU meetings but also to the key actors, a leaflet in the 6 languages was developed. Each **leaflet** has the contact of the national partner so that the responsible person can answer more easily to any contact.



A first version of the project **Brochure** was also developed for in-house printing as a vehicle to publicize the project for career counsellor professionals with more detailed information in comparison with the leaflet: objectives, outcomes, target group, project description and contacts of the consortium. The brochure is mainly being sent by email and is also available at the mol@m website.



To widely disseminate the results of the Research workpackage (Research Report) and the Content Building Workshops a **newsletter** was sent to the key actors.

During the second half of the project other newsletters will be sent to the key actors in order to raise awareness about the project and especially about the Interactive Tool.

A poster has also been developed to disseminate the project in the Salto conference, "Bridges to work seminar & conference", taking place on 17-20 October 2011 in Antwerp, Belgium (participation by the DJI partner).

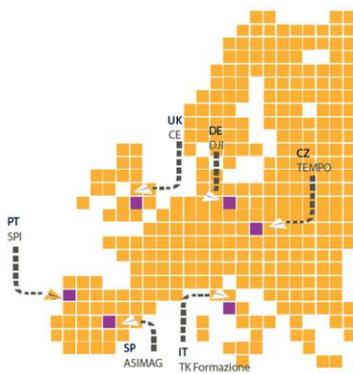


This is a good tool to disseminate the project in conferences and events and will be also used during the second year of the project.

Other internal outcomes that have already been finalized are the Research Methodological approach, the Dissemination Plan, the Content Building Workshops and report upon them, the Methodological approach for the Interactive Tool, the Exploitation Strategy and the Monitoring and Evaluation Plan.

Further public outcomes of the project to be published until the end of the project are the report on the Pilot Tests in Portugal, the Czech Republic and Spain, the Interactive Tool Prototype, the Support Handbook, the Validation Dossier and the DVD (available only in September 2012 in all languages).

4. Partnerships



Considering the characteristics and objectives of mol@m project (e.g. promotion of European mobility) it is essential to have a partnership able to represent different countries with different realities. Furthermore, it is important to have partners with complementary competences that ensure the high quality of products and that have close connections with target group representatives, so that they are constantly involved in project activities. Finally, the partnership as a whole must have an European added value, not only through the sum of the countries represented by the partners, but also through their European reach.

The mol@m partnership gathers all the above mentioned aspects and has thus another very positive characteristic: all partners (some of them have worked together previously) have demonstrated a very good ability to work together and communicate. The partnership is composed by 6 partners from 6 different countries: the Czech Republic, Italy, Germany, Portugal, Spain and the United Kingdom. Geographically, this covers central and western countries of the European Union and also old (2 since founder members) and young countries in terms of length in the EU membership. Besides that, the mol@m consortium also represents economically more (UK, DE, IT) and less (CZ, PT, ES) developed countries and the ones that receive more (UK, DE, ES, IT) and less migrants (CZ, PT) according to Eurostat.

Another of the positive aspects of this partnership is the experience all partners have in LLP projects. SPI (P1) has also experience in the coordination of LLP projects, including projects about immigration employment and professional guidance. As all partners have experience in other projects it allows learning from each others' past difficulties and 'victories' and face the challenges in a more effective way.

Each one of the partners has also knowledge on specific thematic areas that are important for the project and the tasks that have to be done: Careers Europe (UK) is a National Resource Centre for International Careers Information, working in the professional guidance and counselling area; the German Youth Institute (DJI – DE) is a non-university social science research entity that does employment research and counselling on migration; ASIMAG (SP) is a training consultancy company and provides research on training and employment; TK Formazione (IT) has also expertise in Training and with career guidance with the Career-EUShop project; TEMPO which is also a leading training and consulting company.

All the tasks are organised into workpackages and each workpackage has a leading partner which is responsible, among other things, to guide the other partners tasks during the workpackage always with the contribution of all partners, leading the workpackage or not.

Within the activities already carried out, partners were able to establish closer contacts with relevant institutions and individuals very relevant for the project: support institutions, career counsellors, etc. This occurred especially through the interviews conducted in the research stage and through the content building workshops and contributed to raise the interest of these actors to the project, enhancing the sustainability of its outcomes.

5. Plans for the Future

During the second half of the project the main outcome of the project, the Interactive Tool will be tested and finalised and many of the activities will be related with this.

First of all the development and translation of the contents for the WP3 will be concluded, always bearing in mind aspects such as the integration of the contents in the Interactive Tool and the possibility of updating the contents later on. Other ways of using and taking advantage of various online resources already available will also be discussed.

Then the Interactive Tool will be developed with permanent awareness of the accumulated feedback: results of WP2 and all data collected during the research workpackage, results from the content building workshops and the results of debate between all partners.

After the implementation phase, the testing is fundamental, aiming at the improvement and validation of the Interactive Tool, which will ensure that it is a suitable tool at a European level, but that it is also able to address the specific needs of each country and each target group. The pilot tests will take place in the Czech Republic, Portugal and Spain during April 2012.

Evaluation has been a very useful method to analyze the project results and the partners' satisfaction about the project and will continue to be an important mean through which the project can be improved.

The second year of the project is also a decisive time to reinforce the dissemination activities, especially with the launching of the Interactive Tool. Raising awareness about the existence of this Tool among the target groups will be very important not only to reach a high number of possible interested individuals and institutions but also, in an indirect way, to spread the idea that mobility can be a good solution for job seekers with low qualifications.

As the project is focused on an important European matter, the debate about the exploitation of the results of the project and its future sustainability will continue during the next partnership meetings so that effective exploitation approaches can be implemented.

The Final Seminar, which will take place in September 2012, will be held in the UK at the same occasion of the final partnership meeting. Target group representatives, other relevant institutions or stakeholders will attend this event. This will also be a good platform to present the project results and to debate the future exploitation of the project results.

6. Contribution to EU policies

The mol@m project is expected to be a good contribution to the European policies for the reason that it responds to needs that were identified at European level. The Stockholm European Council of 2001 highlighted that guidance is crucial to facilitate mobility for learning and employment. In fact this is a priority area for development.

Mol@m is also in line with the LdV programme from 2010, where the development of competences of the guidance professionals was also established as a priority.

It was also confirmed by the EC Action Plan for Skills and Mobility (2002) that geographical and occupational mobility across Europe can be improved through a better access for workers and employers to information, advice and guidance.

These services of information, advice and guidance are especially important for job seekers who have limited access to information sources on employment (Eurostat, ICT Statistics 2008). Internet is one of the most important of these sources however people with low qualifications have reduced access to it – this is one of the characteristics subject to high rates of unemployment (CEDEFOP 2008).

By providing an Interactive Tool that includes valuable information and resources for the career guidance professionals, their knowledge about the EU labour markets will increase as well as the awareness about the European mobility as an option for employment for people with low qualifications.

Mobility has always been an important policy issue in the European Union with the free circulation of people and goods, but there are several aspects that need to be improved and mobility for employment purposes needs to be encouraged. This is one of the main outcomes of the mol@m project.

As unemployment is rising in many European countries, especially during a crisis period, the European migration for employment purposes can be an option. It is essential to provide more information upon each country context so that the job seekers can understand better if they are able to work in those countries – this will be one of the focuses of the mol@m Interactive Tool.

