Projects and Products Portal for Leonardo da Vinci

Inside-out: creating conditions and instrumentents for lower educated workers and handicaped people with a distance to labour market with the aim of a regular position on the labour market.

2011-1-NL1-LEO05-05219

http://www.adam-europe.eu/adam/project/view.htm?prj=8259

Project Information

Title: Inside-out: creating conditions and instrumentents for lower educated workers and handicaped people with a distance to labour market with the aim of a regular position on the labour market.

Project Number: 2011-1-NL1-LEO05-05219

Year: 2011

Project Type: Transfer of Innovation

Status: completed

Country: NL-Netherlands

Marketing Text: A large group of workers is not active on the regular labour market, but is working in a protected working environment, is disabled or there is another reason for the larger distance to the regular labour market they have.
Especially this target group needs extra support in her personal development and integration in a regular business.
Extra support in the sense of assessment, personal development, guidance towards a promising regular job.

In this context the project aim is to describe existing approaches and methods of employment support for the targetgroup (people with a large distance to the regular labour market) on the national level. In order to exchange experiences and to develop methods and instruments to improve the personal development of people with a large distance to the labour market.

Summary: At this moment we notice not much, but the predictions for the nearby future are that there will be a lot of mobility on the labour market. On the one hand because a large group of workers will retire and on the other hand because less youngsters will enter the labour market.
The demand for workers has declined the past few years because of the economic recession, but within the next years, there will be a huge demand for quality labour force on the European labour market, due to the ageing population.
Nevertheless, a large group of workers is not active on the regular labour market, but is working in a protected working environment, is disabled or there is another reason for the larger distance to the regular labour market they have.
These groups of workers (disabled people, mentally limited people, lower educated people and prolonged unemployed people) will be needed on the regular labour market in the near future, in order to deal with the foreseen tightness on the labour market.
And moreover this group is part of society who cannot be excluded, but must be included. By obtaining a regular job, this group not only meets the needs of businesses, but also the personal needs of people. They will have their own income, will be financially independent, being part of a social structure strengthened the personal power of individuals and improves social cohesion in society and these people will be socially included.

Especially this target group needs extra support in her personal development and integration in a regular business.
Extra support in the sense of assessment, personal development, guidance towards a promising regular job.

In this context the project aim is to describe existing approaches and methods of employment support for the targetgroup (people with a large distance to the regular labour market) on the national level. In order to exchange experiences and to develop methods and instruments to improve the personal development of people with a large distance to the labour market.
Essential parts of this project are: motivate and stimulate workers, facilitate, develop and guide managers, and create good alignment and cooperation with regular employers to hire the group of workers with a larger distance to the labour market.

Description: The consortium of partners consists of: training and/or guiding organization of the target group, evaluation, dissemination. All have experience with the targetgroup

Project Information

and/or methods and instruments to be developed in this project.

Themes:
* Lifelong learning
  * Recognition, transparency, certification
  * Vocational guidance
  * Access for disadvantaged

Sectors:
* Other Service Activities
  * Education

Product Types:
others
modules
teaching material
program or curricula
material for open learning

Product information:

Projecthomepage:

Project Contractor

Name:	KCH Services
City:	EDE
Country/Region:	Gelderland
Country:	NL-Netherlands
Organization Type:	public institution
Homepage:	http://www.kchandel.nl

Contact Person

Name:	Rob van Wezel
Address:	Horapark 2
City:	EDE
Country:	NL-Netherlands
Telephone:	+31 (0)318 698498
Fax:	+31 (0)318 638572
E-mail:	info@kchinternational.nl
Homepage:	

Coordinator

Name:	KCH Services
City:	EDE
Country/Region:	Gelderland
Country:	NL-Netherlands
Organization Type:	public institution
Homepage:	http://www.kchandel.nl

Contact Person

Name:	Rob van Wezel
Address:	Horapark 2
City:	EDE
Country:	NL-Netherlands
Telephone:	+31 (0)318 698498
Fax:	+31 (0)318 638572
E-mail:	info@kchinternational.nl
Homepage:	

Partner

Partner 1

Name: European vocational Training Association
City: Bruxelles
Country/Region: Bruxelles Cap, Brussel Hof
Country: BE-Belgium
Organization Type: others
Homepage: http://www.evta.eu

Partner 2

Name: Verband der Schweizerischen Volkshochschulen
City: Bern
Country/Region: Espace Mittelland
Country: CH-Switzerland
Organization Type: others
Homepage: http://www.up-vhs.ch

Partner 3

Name: Ente ACLI Istruzione Formazione Professionale Friuli Venzia
City: Trieste
Country/Region: Friuli-Venezia-Giulia
Country: IT-Italy
Organization Type: others
Homepage: http://www.enaip.fvg.it

Partner 4

Name: Fondazione Giacomo Rumor Centro Produttività Veneto
City: VICENZA
Country/Region: Veneto
Country: IT-Italy
Organization Type: others
Homepage: http://www.cpv.org

Partner

Partner 5

Name:	Instituto de Soldadura e Qualidade
City:	Oeiras
Country/Region:	Lisboa
Country:	PT-Portugal
Organization Type:	others
Homepage:	http://www.isq.pt

Project Files

3D.R6.1_Questionnaire for company mentors Inside out.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.1_Questionnaire%20for%20company%20mentors%20Inside%20out.pdf

Questionniare for company mentor

3D.R6.3_job profile of the company mentor INSIDE OUT.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.3_job%20profile%20of%20the%20company%20mentor%20INSIDE%20OUT.pdf

Job profile for the company mentor

3D.R6.4.1a_ENG_module 1 cover INSIDE OUT.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1a_ENG_module%201%20cover%20INSIDE%20OUT.pdf

Module 1 training program

3D.R6.4.1b_ENG_1.0 Inside Out Training guide module 1.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1b_ENG_1.0%20Inside%20Out%20Training%20guide%20module%201.pdf

Module 1 training program

3D.R6.4.1c_ENG_1.1.1 Att 1_The role of the mentor Slide.ppt

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1c_ENG_1.1.1%20Att%201_The%20role%20of%20the%20mentor%20Slide.ppt

Module 1 training program

3D.R6.4.1d_ENG_1.2.1 Att 2_Listening techniques Slide.ppt

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1d_ENG_1.2.1%20Att%202_Listening%20techniques%20Slide.ppt

Module 1 training program

3D.R6.4.1e_ENG_1.2.2 Att3 Three minutes exercise.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1e_ENG_1.2.2%20Att3%20Three%20minutes%20exercise.pdf

Module 1 training program

3D.R6.4.1f_ENG_1.2.3 att4a Data report.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1f_ENG_1.2.3%20att4a%20Data%20report.pdf

Module 1 training program

3D.R6.4.1g_ENG_1.2.3 Att4b Analysis report.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1g_ENG_1.2.3%20Att4b%20Analysis%20report.pdf

Module 1 training program

3D.R6.4.1h_ENG_1.2.3 Att4c Portfolio.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1h_ENG_1.2.3%20Att4c%20Portfolio.pdf

Module 1 training program

3D.R6.4.1i_ENG_1.2.4 Att 5_Interview techniques Slide.ppt

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1i_ENG_1.2.4%20Att%205_Interview%20techniques%20Slide.ppt

Module 1 training program

Project Files

3D.R6.4.1j_ENG_1.3.1 att6 Model for IWP.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1j_ENG_1.3.1%20att6%20Model%20for%20IWP.pdf

Module 1 training program

3D.R6.4.1k_ENG_1.3.2 att7a Design tools.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1k_ENG_1.3.2%20att7a%20Design%20tools.pdf

Module 1 training program

3D.R6.4.1l_ENG_1.3.2 att7b Monitoring and assessment.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.1l_ENG_1.3.2%20att7b%20Monitoring%20and%20assessment.pdf

Module 1 training program

3D.R6.4.2a_ENG_Cover Module 2 INSIDE OUT.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2a_ENG_Cover%20Module%202%20INSIDE%20OUT.pdf

Module 2 trainings program

3D.R6.4.2b_ENG_2.0 Inside Out Training guide module 2.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2b_ENG_2.0%20Inside%20Out%20Training%20guide%20module%202.pdf

Module 2 training program

3D.R6.4.2c_ENG_2.1 Creating a Mind Map.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2c_ENG_2.1%20Creating%20a%20Mind%20Map.pdf

Module 2 training program

3D.R6.4.2d_ENG_2.2 Induction schedule.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2d_ENG_2.2%20%20Induction%20schedule.pdf

Module 2 training program

3D.R6.4.2e_ENG_2.3 Learning cycle.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2e_ENG_2.3%20Learning%20cycle.pdf

Module 2 training program

3D.R6.4.2f_ENG_2.4 Learning style test.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2f_ENG_2.4%20Learning%20style%20test.pdf

Module 2 training program

3D.R6.4.2g_ENG_2.5 Maze.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2g_ENG_2.5%20Maze.pdf

Module 2 training program

3D.R6.4.2h_ENG_2.6 Communication.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2h_ENG_2.6%20Communication.pdf

Module 2 training program

Project Files

3D.R6.4.2i_ENG_2.7 Listening exercise Ceasar and Cleopatra.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2i_ENG_2.7%20Listening%20exercise%20Ceasar%20and%20Cleopatra.pdf

Module 2 training program

3D.R6.4.2j_ENG_2.8 Listening exercise Make a drawing.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2j_ENG_2.8%20Listening%20exercise%20Make%20a%20drawing.pdf

Module 2 training program

3D.R6.4.2k_ENG_2.9 Listening exercise Taxi driver.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2k_ENG_2.9%20Listening%20exercise%20Taxi%20driver.pdf

Module 2 training program

3D.R6.4.2l_ENG_2.10 Three levels of listening.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2l_ENG_2.10%20Three%20levels%20of%20listening.pdf

Module 2 training program

3D.R6.4.2m_ENG_2.11 Giving feedback.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2m_ENG_2.11%20Giving%20feedback.pdf

Module 2 training program

3D.R6.4.2n_ENG_2.12 Motivation.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2n_ENG_2.12%20Motivation.pdf

Module 2 training program

3D.R6.4.2o_ENG_2.13 Reflection.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2o_ENG_2.13%20Reflection.pdf

3D.R6.4.2p_ENG_2.14 Tips for coaching.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.2p_ENG_2.14%20Tips%20for%20coaching.pdf

Module 2 training program

3D.R6.4.3b_ENG_3.0 Inside Out Training guide module 3.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3b_ENG_3.0%20Inside%20Out%20Training%20guide%20module%203.pdf

Module 3 training program

3D.R6.4.3c_ENG_3.1 Tips when observing participants.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3c_ENG_3.1%20Tips%20when%20observing%20participants.pdf

Module 3 training program

3D.R6.4.3d_ENG_3.1.1 PP Optical illusion.pptx

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3d_ENG_3.1.1%20PP%20Optical%20illusion.pptx

Module 3 training program

Project Files

3D.R6.4.3d_ENG_3.2 Pitfalls when evaluating.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3d_ENG_3.2%20Pitfalls%20when%20evaluating.pdf

Module 3 training program

3D.R6.4.3e_ENG_3.3 Self assessment.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3e_ENG_3.3%20Self%20assessment.pdf

Module 3 training program

3D.R6.4.3f_ENG_3.4 Interviewing using STAR.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3f_ENG_3.4%20Interviewing%20using%20STAR.pdf

Module 3 training program

3D.R6.4.3i_ENG_3.7 Information about Autism and ADHD.pdf

http://www.adam-europe.eu/prj/8259/prj/3D.R6.4.3i_ENG_3.7%20Information%20about%20Autism%20and%20ADHD.pdf

Module 3 training program

4E.R8 ENG_Roadmap Job carving WP4 Inside out.pdf

http://www.adam-europe.eu/prj/8259/prj/4E.R8%20ENG_Roadmap%20Job%20carving%20WP4%20Inside%20out.pdf

Roadmap for creating custum made jobs

INSIDE OUT_R2-1_WP2_Best practices report.pdf

http://www.adam-europe.eu/prj/8259/prj/INSIDE%20OUT_R2-1_WP2_Best%20practices%20report.pdf

Products

1 Best practice report

2 Profile of the company mentor

3 Training program Inside out

4 Roadmap for jobcarving

Product 'Best practice report'

Title: Best practice report

Product Type: others

Marketing Text: The overall objective of Work package 2 Inventory & Analyses is to examine and analyse the situation in each partner country regarding national employment legislations, policies, practices and strategies targeting people with a large distance to the labour market. The intention is to generate relevant information and data on the partners' national legislative frameworks, institutional structures and already existing programmes and initiatives that will feed into the elaboration and implementation of a shared model for training the companies' mentors.

Description: The overall objective of Work package 2 Inventory & Analyses is to examine and analyse the situation in each partner country regarding national employment legislations, policies, practices and strategies targeting people with a large distance to the labour market. The intention is to generate relevant information and data on the partners' national legislative frameworks, institutional structures and already existing programmes and initiatives that will feed into the elaboration and implementation of a shared model for training the companies' mentors.

The present result 2.5 "Best practices report" constitutes one of the outputs of Inside-out Work Package 2 under the coordination of Fondazione Giacomo Rumor Centro Produttività Veneto in cooperation with the Project Coordinator (KCH - NL). The other partners involved are:
- ISQ (PT);
- ENAIP (IT);
- EVTA (BE);
- VSH (CH).

This comparative report presents the main findings of the research undertaken in WP2 concerning four different areas of investigation:
1. Partners' national background and institutional contexts on systems and policies tackling the unemployment of the aim group and overview of the current trends and recent developments.
2. Analysis of the aim group in each country jointly defined by all partner as "People with a large distance to the labour market"
3. SWOT analysis
4. A collection of good examples and practices to learn from

Target group: All target groups

Result: A best practice report

Area of application:

Homepage: http://www.approachinside-out.org/index.html

Product Languages: English

Product 'Profile of the company mentor'

Title:	Profile of the company mentor
Product Type:	description of new occupation profiles
Marketing Text:	The results of the task analysis (questionnaires for the company mentors) are translated into a job profile. This job profile gives an answer on the question: who is the company mentor?
Description:	he results of the task analysis (questionnaires for the company mentors) are translated into a job profile. KCH was responsible for the development of the profile together with ENAIP. This job profile describes the function of the mentor company in terms of knowledge, skills and competences. In this way, it is a good basis for the definition and development of the training content. The job profile also contains assessment criteria. The choice for adding assessment criteria was made because as we plan the teaching of the training program in our own context every partner will make choices on what they think is the best way to learn a particular skill, knowledge or competence. If they go a small step further and make these goals clear to the participants, then the written objectives used in curriculum design will serve as useful purpose in assisting the participants learning. This way, each partner can translate the training program into his own context, but the objectives of the training (KSC's) are still guaranteed.
Target group:	All target groups
Result:	Job profile of the company mentor
Area of application:	
Homepage:	http://www.approachinside-out.org/index.html
Product Languages:	English

Product 'Training program Inside out'

Title:	Training program Inside out
Product Type:	modules
Marketing Text:	Based on the company profile a training program is developed. The training program aims to improve the knowledge, skills and competencies as described in the profile. The training program consists of three modules who correspond with the core tasks defined in the profile.
Description:	Based on the company profile a training program is developed. The training program aims to improve the knowledge, skills and competencies as described in the profile. The training program consists of three modules who correspond with the core tasks defined in the profile.
Target group:	Company mentors
Result:	Training programm
Area of application:	
Homepage:	http://www.approachinside-out.org/index.html
Product Languages:	English

Product 'Roadmap for jobcarving'

Title:	Roadmap for jobcarving
Product Type:	others
Marketing Text:	Within ‘WP4 - Development of method for creating custom-made-jobs’ the partnership wanted to exchange experiences, inventory possibilities for creating custom-made-jobs and create a method for creating custom-made-jobs to contribute to supporting companies in order to contribute to social inclusion on the aim group of the proje
Description:	Within ‘WP4 - Development of method for creating custom-made-jobs’ the partnership wanted to exchange experiences, inventory possibilities for creating custom-made-jobs and create a method for creating custom-made-jobs to contribute to supporting companies in order to contribute to social inclusion on the aim group of the proje
Target group:	All target groups
Result:	Method to creat custum made jobs
Area of application:	
Homepage:	http://www.approachinside-out.org/index.html
Product Languages:	English

Events

Final conference

Date	25.09.2013
Description	
Target audience	
Public	Event is open to the public
Contact Information	
Time and place	